



GEORGE W. BUSH

May 3, 2000

Mr. Stephen P. Payne
1900 West Loop South
Suite 1800
Houston, TX 77027

Dear Steve:

Thank you very much for being a part of the Pioneer program. I am grateful for all of your hard work.

We face a tough battle in the coming months. I welcome the challenge, and I am honored to have you on my team.

Sincerely,

A handwritten signature in black ink, appearing to read "GWB", written over the printed name "George W. Bush".

George W. Bush