

Piedmont Bank & Trust Company;

BE IT FURTHER RESOLVED, that in the future, any reference to trustee of said Freeman Mechanical, Inc. Profit-Sharing Plan be declared to be First Piedmont Bank & Trust Company.

IN WITNESS WHEREOF, I have hereunto subscribed my name and affixed the seal of the corporation this 11th day of October, 1972.

FREEMAN MECHANICAL, INC.

By: Elizabeth I. Freeman (CORPORATE SEAL)
Elizabeth I. Freeman, Secretary



Certified a true and complete copy of the original

FIRST PIEDMONT BANK & TRUST CO.

By: Henry J. [Signature]
Senior Vice President

Partnership Agreement Recorded March 6, 1973 at 10:29 A. M., # 24916