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- 4. No shares of any class of either corporation are entitled to vote as a class.

DATED this 25th day of August, 1980.

NORTHWESTERN LABORATORIES INC.

By: Robert B. Wilson
Robert B. Wilson, President

And: Robert B. Wilson
Robert B. Wilson, Secretary

CRUCIBLE CHEMICAL COMPANY

By: Robert B. Wilson
Robert B. Wilson, President

And: Robert B. Wilson
Robert B. Wilson, Secretary

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