

IN WITNESS WHEREOF, the undersigned have executed these presents as of the day and year first above written.

Signed and acknowledged
in the presence of:

JANICE OSBORNE	}	<u>WILLIAM E. EZZELL</u>
CLYDE F. MAGGARD		William E. Ezell
CLYDE F. MAGGARD	}	<u>HOMER A. HAIL</u>
JANICE OSBORNE		Homer A. Hail
MELINDA A. SMITH	}	<u>JAMES C. BISHOP</u>
JAMES D. SMITH		James C. Bishop
MARILYN F. LUTZ	}	<u>NORMAN E. BURDEN</u>
JAMES O. ROBERTS		Norman E. Burden
JOSEPH R. BRUMER	}	<u>JOHN D. DUPUIS</u>
MICHAEL BOWLING		John D. Dupuis
JEANNE C. MALONE	}	<u>IRWIN J. EISINGER</u>
SUSAN P. EMMERSON		Irwin J. Eisinger
DAVID C. WHITE	}	<u>WILLIAM E. JONES</u>
SANDRA S. WHITE		William E. Jones