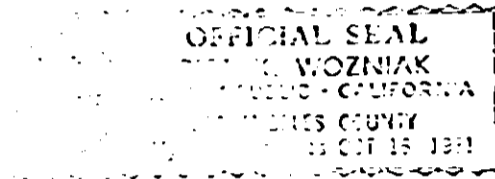


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Janette E. Mars
Witness
L. Parks
Witness

Subscribed and sworn to
before me this 20 day
of January, 1981.

Peter Wozniak
NOTARY PUBLIC



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