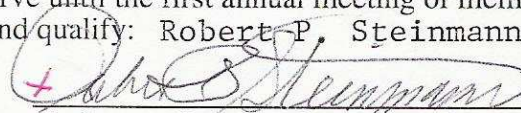


Action Taken In Place Of The
Organization Meeting
Of
Robert & Christine Steinmann Family Foundation

The undersigned, being all of the Incorporators of the Corporation, hereby adopt the following resolutions:

- (1) RESOLVED, that a copy of the Certificate of Incorporation, together with the original receipt showing payment of the statutory organization tax and filing fee, be inserted in the minute book of the Corporation.
- (2) RESOLVED, that the form of By-Laws submitted to all incorporators and directors is hereby adopted as and for the By-Laws of the Corporation and a copy thereof be inserted in the minute book directly following the Certificate of Incorporation.
- (3) RESOLVED, that the following persons be and they hereby are, elected as Directors of the Corporation, to serve until the first annual meeting of members, and until their successors are elected and qualify: Robert P. Steinmann



Robert P. Steinmann, Incorporator

Dated: 9/4/2003

