

Action Taken in Place of Directors' Meeting
Of
Robert & Christine Steinmann
Family Foundation

The undersigned, being the sole director of the above Foundation, hereby adopts the following resolutions:

- 1) In the event of the incapacity or resignation of the Sole Director, the following persons shall be appointed as Directors of the Board of this Foundation:
 - a. Bruce Fister
 - b. Lawrence R. Cappel
 - c. Carolyn M. Rose
 - d. Robert W. Stretch
 - e. Kent D. Fister
- 2) The initial compensation of the Board of Directors, other than the founder, Robert Steinmann, shall be \$5,000. per annum per Director in recognition of their responsibility for the prudent investment and management of the estimated \$5,000,000 foundation corpus.
- 3) The Foundation, in addition to those charitable purposes enumerated in its Articles of Incorporation, may make grants to any 501(c)(3) organization eligible under federal law to receive grants from a Private Foundation.

Dated
July 1, 2004


Robert P. Steinmann
Sole Director

