

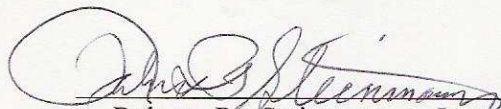
Action Taken In Place Of The Organization Meeting
Of

Robert & Christine Steinmann Family Foundation

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

(1) RESOLVED, that the firm of Morgan Keegan & Company, Inc. has been chosen to represent and act for the Robert & Christine Steinmann Family Foundation as Investment Broker and other financial matters as deemed appropriate. It is expected that Mike Miller and Melissa Kelly would have an ongoing involvement with the Foundation investment matters.

(2) RESOLVED, that the document titled "Investment Policy Statement" for the Robert & Christine Steinmann Family Foundation be incorporated into the Corporate Minute Book and be the investment guideline for the foundation.



Robert P. Steinmann, Incorporator

Dated: March 15, 2005

