

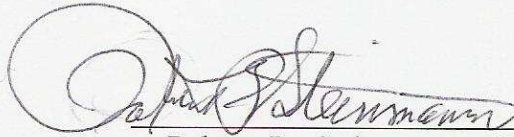
Action Taken In Place Of The Organization Meeting  
Of

Robert & Christine Steinmann Family Foundation

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

(1) RESOLVED, that Robert W. Stretch and Bruce L. Fister will serve as the Finance Committee for the Foundation in addition to being Directors. They will be responsible for all interactions with outside Investment Managers, Bankers and Accountants and others involving matters of managing and reporting of the Foundations Assets. Robert W. Stretch will be lead contact and Bruce L. Fister will share as circumstances dictate.

Robert W. Stretch and Bruce L. Fister will keep each other informed on these matters as well as bringing issues before the Board of Directors as they deem necessary.



Robert P. Steinmann, Incorporator

Dated: March 19, 2005

