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TOGETHER with all and singular the Rights, Members, Hereditaments and Appurtenances to the said Premises belonging, or in anywise incident or appertaining.

TO HAVE AND TO HOLD, all and singular the said premises before mentioned unto the said ARNO V. SPONEMAN AND BEVERLY K. SPONEMAN, their Heirs and Assigns forever.

And the said EMPLOYEE TRANSFER CORPORATION does hereby bind itself and its successors, to warrant and forever defend all and singular the said premises unto the said ARNO V. SPONEMAN and BEVERLY K. SPONEMAN^{MAN} Heirs and Assigns, against itself and its successors and against every person whomsoever lawfully claiming or to claim the same, or any part thereof, by through and under it but not otherwise.

IN WITNESS WHEREOF EMPLOYEE TRANSFER CORPORATION has caused these presents to be executed in its name by THEODORE D. BELL its EXECUTIVE VICE President, and by BARBARA LENZ its ASSISTANT SECRETARY

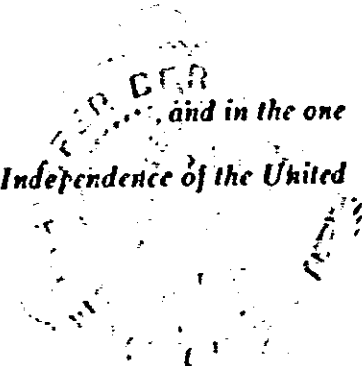
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and its corporate seal to be hereto affixed this 25th day of June in the year of our Lord, one thousand nine hundred and seventy six hundred and ninety-ninth year of the Sovereignty and Independence of the United States of America.

Signed, Sealed and Delivered in Presence of

Marilyn M. Ortiz Witness
DIANE G. BRUCH Witness

EMPLOYEE TRANSFER CORPORATION (Seal)
BY Theodore D. Bell THEODORE D. BELL, EXECUTIVE VICE PRESIDENT
Barbara Lenz BARBARA LENZ, ASSISTANT SECRETARY



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