

The specific powers of the Trustees of the Employees' Pension Plan for The Moland-Drysdale Corporation are as follows in said Plan: Sec. 10:30 "The Trustees shall have the following powers and authority in the administration of the Trust Fund: .

A. To purchase, subscribe for, invest or reinvest in any security or other property (as defined in Section 10:05 below) and to retain in trust such securities or other property, all as they, in their uncontrolled discretion, may deem advisable.

B. To sell for cash or on credit, to grant options, convert, redeem, exchange for other securities or other property, or otherwise to dispose of any securities or other property at any time held by them.

M. To make, execute and deliver as Trustees, any and all deeds, leases, mortgages, conveyances, contracts, waivers, releases or other instruments in writing necessary or proper for the accomplishment of any of the foregoing powers." Sec. 10:04 "The words "securities or other property" as used in this Agreement shall be deemed to refer to any property, real or personal or part interest therein wherever situate including that of the Company and including but without being limited to governmental, corporate or personal obligations, insurance contracts, trust and participation certificates, leaseholds fee titles, mortgages and other interests in realty, preferred and common stocks, even though the same may not be legal investments for Trustees under the laws applicable hereto, whether by statute, rule of law, court decision or practice. Securities or other property are specifically defined to include capital stock and or notes of the company, provided, however, of adequate security and a reasonable rate of interest."

RECORDED DEC 31 1984 at 11:34 A.M.

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