

RESOLUTION ADOPTED BY UNANIMOUS CONSENT  
OF THE BOARD OF DIRECTORS OF  
A. P. GREEN SERVICES INC.

DECEMBER 6, 1988

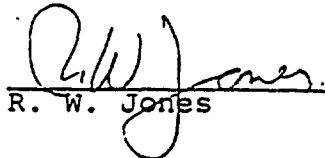
The undersigned, being all of the directors of A. P.  
Green Services Inc., a Michigan corporation, hereby adopt  
the following resolution, by unanimous consent, as the  
action of the Board of Directors of said Company:

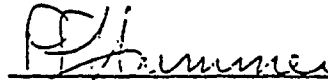
BE IT RESOLVED, that a cash dividend be paid to  
shareholders of record at the close of business on  
December 30, 1988, in the amount of the corporation's  
net cash balance on December 31, 1988, rounded down  
to the nearest one thousand dollars, to be paid as  
soon as such amount can be accurately determined.

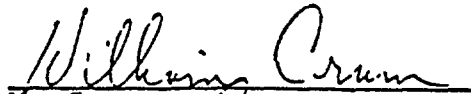
Executed as of the 6th day of December, 1988.

  
H. M. Stover

  
M. C. Aiken

  
R. W. Jones

  
P. F. Hummer

  
W. Crum

  
M. B. Cooney

