

RESOLUTION ADOPTED BY UNANIMOUS
— CONSENT OF THE BOARD OF DIRECTORS OF
BIGELOW-LIPTAK CORPORATION

August 22, 1985

The undersigned, being all remaining directors of Bigelow-Liptak Corporation,
a Michigan corporation, hereby adopt the following resolution, by unanimous
consent, as the action of the Board of Directors of said Company:

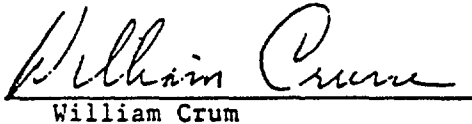
RESOLVED, That the Board of Directors of this Company hereby express
their appreciation to Mr. Fred L. Metz for his excellent and intelligent
services rendered to the Company during his seventeen years of service.
Mr. Metz will be remembered by his associates for his business judgement,
loyalty and devotion to the Company.

FURTHER RESOLVED, That the Secretary is instructed to present a copy
of this Resolution to Mr. Fred L. Metz.

Executed as of this 22nd day of August, 1985.


Max C. Aiken


Howard R. Copeland


William Crum


Robert W. Jones


Robert E. McIntosh


Harry M. Stover

