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

October 1, 1989

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:

WHEREAS, R. W. Jones, Vice President, Engineering, has, as of October 1, 1989, retired from A. P. Green Industries, Inc., the parent of this corporation;

BE IT RESOLVED, that this Board of Directors expresses its appreciation to R. W. Jones for the valuable services rendered by him to this corporation.

Executed as of the 1st day of October, 1989.

A. P. Green Services Inc.

H. M. Stover — Paul F. Hummer

Max C. Aiken — W. P. Henwood

Michael B. Cooney — Gary L. Roberts