PLAINTIFF'S EXHIBIT

IHF-477

NEW MEMBERS -- 1972

Buhl Optical Company

Chicopee Manufacturing Company

Columbia Gas System Service Corporation

Consolidated Natural Gas Service Co.,
and Peoples Natural Gas Company

Industrial Bio-Test Laboratories, Inc.

Lee-Norse Company

Miles Laboratories

Organization Resources Counselors, Inc.

Safety First Industries, Inc.

Shell Oil Company

Tri-State Engineering Company

-- from Minutes of the Board of Trustees Meetings

February 8, May 9, and October 9, 1972