

— RESOLUTION ADOPTED BY THE
SOLE SHAREHOLDER OF
A. P. GREEN SERVICES, INC.

The undersigned, A. P. Green Industries, Inc., the sole shareholder of A. P. Green Services, Inc., a corporation organized under the laws of the State of Michigan hereby adopts the following resolution as of the 31st of December, 1995:

Resolved that the number of directors of this corporation be established as four and that the following be named as directors of this corporation to serve until the next annual meeting of this corporation or until their successors are elected and qualified:

Paul F. Hummer
Gary L. Roberts

Max C. Aiken
Michael B. Cooney

Dated as of this 31st day of December, 1995.

A. P. Green Industries, Inc.



Paul F. Hummer

