January 4, 1985

Bigelow-Liptak Corporation
1250 Maplelawn Drive
Troy, Michigan 48007

Gentlemen:

I hereby tender my resignation as President of Bigelow-Liptak Corporation to be effective March 31, 1985.

Yours very truly,

John Anderson

John Anderson

JA/dk

PLAINTIFF'S EXHIBIT
BLC-77

Mr. Copeland then advised the Board that it should express this Corporation's appreciation for the services rendered to it by Mr. John Anderson and that the A. P. Green Refractories Co. also wished to express their appreciation. After a discussion, the following resolution was adopted:

WHEREAS, Mr. John Anderson has for the past thirty-seven years been an employee of this Company and its subsidiary, Bigelow-Liptak of Canada, Ltd., and for the past nine years served as Director, President and General Manager of this Company, be it,

RESOLVED, That the Board of Directors of this Company hereby gives formal recognition of the excellent and intelligent services which Mr. John Anderson has rendered the Company during his years of service. Mr. Anderson's stability, inspiration and sound business judgement were the cornerstone of this Company's past and present accomplishments. His display of devotion, character and integrity was a model for all employees during both the good and the difficult times. Mr. Anderson is highly esteemed and respected by his associates and will be remembered for his business judgement, loyalty and inspirational leadership.

RESOLVED FURTHER, That the Secretary is instructed to present a copy of this Resolution to Mr. John Anderson.

There being no further business to come before the meeting, the same was, upon motion, duly adjourned.

Edsel N. Lee

Secretary