

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

FEBRUARY 3, 1988

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:

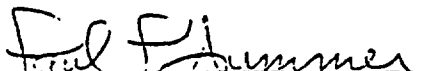
BE IT RESOLVED, that the following be and hereby are elected officers of the Company to serve until the next annual meeting or until their respective successors are duly elected and qualified:

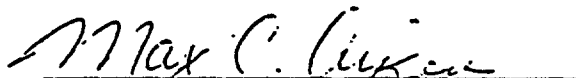
<u>Name</u>	<u>Office</u>
H. M. Stover	Chairman
P. F. Hummer	Vice Chairman
M. C. Aiken	President
W. Crum	Vice President
R. W. Jones	Vice President
A. H. Schulz	Vice President
M. B. Cooney	Secretary
G. W. Davis	Assistant Secretary
D. G. Binder	Treasurer
J. T. Williams	Assistant Treasurer

Executed as of the 3rd day of February, 1988.

A. P. Green Industries, Inc.

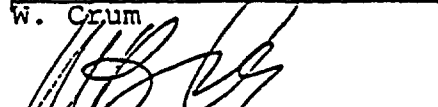

Harry M. Stover


Paul F. Hummer


Max C. Aiken


W. Crum


Robert W. Jones


M. B. Cooney

