

BE IT RESOLVED THAT

Effective September 20, 2012, the employee policy regarding holidays is modified to provide that all employees regardless of length of employment are eligible for the six paid holidays of:

New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day

The remaining provisions of the policy change effective July 2, 2011 remain in force regarding vacation, sick pay, and holidays.

Date: September 20, 2012

Directors:

Glenn G. Salerno

Carson Boyd

Balans J. Scott

John E. DeWitt
