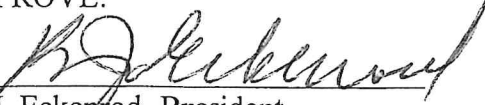
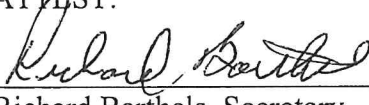


APPROVE:


B. J. Eckenrod, President

Date: 2/9/2023

ATTEST:


Richard Barthels, Secretary

Date: 2/9/2023