Employers Mutual Companies

P. O. Box 712 Des Moines, Iowa 50303

CERTIFICATE OF AUTHORITY INDIVIDUAL ATTORNEY-IN-FACT

Notice: The warning elsewhere in this Power of Attorney affects the validity thereof. Please review carefully.

KNOW ALL MEN BY THESE PRESENTS, that:

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Employers Mutual Casualty Company, an Iowa Corporation Emcasco Insurance Company, an Iowa Corporation Union Mutual Insurance Company of Providence, a Rhode Island Corporation

Illinois Emcasco Insurance Company, an Illinois Corporation Dakota Fire Insurance Company, a North Dakota Corporation American Liberty Insurance Company, an Alabama Corporation

hereinafter referred to severally as "Company" and collectively as "Companies", each does, by these presents, make, constitute and appoint

R. L. STEWART, M. E. HARRIS, RICHARD L. COCHRAN, VICKI HARRIS, DONNA SKELTON, INDIVIDUALLY BIRMINGHAM, ALABAMA -----

its true and lawful attorney-in-fact, with full power and authority conferred to sign, seal, and execute its lawful bonds, undertakings, and other obligatory instruments of a similar nature as follows:

ANY AND ALL BONDS

and to bind each Company thereby as fully and to the same extent as if such instruments were signed by the doly authorized officers of each such Company, and all of the acts of said attorney pursuant to the authority hereby given are hereby ratified and confirmed.

The authority hereby granted shall expire ____Apr11-1-11986_____ unless sooner revoked.

AUTHORITY FOR POWER OF ATTORNEY

This Power-of Attorney is made and executed pursuant to and by the authority of the following resolution of the Boards of Directors of each of the Companies at meetings duty called and held on March 9, 1983.

RESOLVED: The Chairman of the Board of Directors, the President, any Vice President, the Treasurer and the Secretary shall have power and authority to (1) appoint attorneys-in fact and authorize them to execute on behalf of the Company and attach the seal of the Company thereto. bonds and undertakings, recognizances, contracts of indemnity and other writings obligatory in the nature thereof, and (2) to remove any such attorney-in fact at any time and revoke the power and authority given to him. Attorneys and act shall have power and authority, subject to the terms and brittations of the power of attorney issued to them, to execute and deliver on behalf of the Company and attach the scal of the Company Thereto, bonds and unitertakings, recognizances, contracts of indemnity and other writings obligatory in the nature thereof, and any such austrument executed by any such atterney-in-fact shall be fully and in all respects binding upon the Company. Certification as to the validity of any power of attorney authorized herein made by an officer of Employers Mutual Casualty Company shall be fully and in all respects binding upon this company. The facsimile or mechanically reproduced signature of such officer, whether made heretofore or hereafter, wherever appearing upon a cernfied copy of any power-of-attorney of the Company, shall be valid and binding upon the Company with the same force and affect as though manually affixed.

IN WITNESS WHEREOF, The Companies have caused these presents to be signed for each by their Chairman and Assistant Secretary, and the Corporate seals to be hereto affixed this —4th ——day of ——January ————, 19.84 —

· WARNING: This power invalid if red disgonal imprint "Employers Mutual Companies" is not present in its entirety, and if the signatures of the officers and notary public do not appear in blue, and if the "EMC" watermark does not appear in the top half center of the page.

Seals SEAL SIMIL OF WELL SHELL HARRING KATHY E KINGERY MY COMMISSION EXPINES September 30, 1985

(1m) an Slown Robb B. Kelley Assistant Secretary Chairman

January ____ AD 19 __ 86 before On this ____4th_ day of _____ me a Notary Public in and for Polk County, lower, personally appeared Hobb B. Kelley and John M. Van Sloon, who being by me duly sworn, did say that they are, and are known to me to be the Chairman and Assistant Secretary. respectively, of each of The Companies above, that the seats affixed to this instrument are the seals of said corporations; that said matriment was signed and sealed on behalf of each of The Companies by authority of their respective Boards of Directors, and that the said Robb B. Kelley and John M. Van Sloon. acknowledge the execution of said instrument to be the votuntary act and deed of each of The Companies. September 30, 1985

My Commission Expires

CERTIFICATE

1986 FEB -3 PH I, Richard E. Haskins of the Employers Mutual Casualty Company, do hereby certify that the foregoing resolution of the Boards of Directors by each of The Companies, and this Power of Attorney issued pursuant thereto on _____ January. 4 _ 1984 _ on behalf of pulls. Stewart, M. E. Harris, Richard L. Cochran, Vicki Harris, Donna Skelton are true and collect and are still in ton lorce and effect. on behalfor In Technicity Whereof I have subscribed my frame and affixed the facsimile seat of each Company this