STATE OF ALABAMA)

JEFFERSON COUNTY)

DURABLE POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS, THAT I, JANICE NEFF THIES, a resident of Shelby County, Alabama, have made, constituted, and appointed and by these presents do make, constitute, and appoint my husband, JOHN C. THIES, my true lawful attorney, THIS POWER OF ATTORNEY SHALL NOT BE AFFECTED BY MY DISABILITY, INCOMPETENCY, OR INCAPACITY, for me and in my name, place, and stead to transact for me all and every kind of business whatsoever. Without intending to limit in any manner the full, complete, general and all-inclusive powers granted hereby to my attorney to act for me, I expressly empower my attorney to ask, demand, sue for, collect and receive all sums of money, dividends, interest, payments on account of debts and legacies and all property now due or which may hereafter become due and owing to me, and give good and valid receipts and discharges for such payments; to sell, assign, and transfer stocks and bonds and securities standing in my name or belonging to me; to buy and sell securities of all kinds in my name and for my account and at such prices as shall seem good to my said attorney; to sign, execute, acknowledge, and deliver in my name all transfers and assignments of securities; to borrow money and to pledge securities for such loans if in the judgment of my said attorney such action should be necessary; to consent in my name to reorganizations and mergers, and to the exchange of securities for new securities; to manage real property, to sell, convey and mortgage realty, to foreclose mortgages and to take title to property in my name if my said attorney thinks proper, and to execute, acknowledge and deliver deeds of real property, mortgages, releases, satisfactions, and other instruments relating to realty which my said attorney considers necessary; to place and effect insurance; to deal generally and in all respects without restriction in and with any property of any nature whatsoever in which I may have any interest; to do business with banks and to make, draw, sign, and deliver checks, drafts, bills of exchange, notes, or orders or instructions of any kind for the payment of monies,

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withdrawn upon or made payable by or at any bank, whether or not drawn against funds actually credited at the time, or against or in anticipation of deposits to be made or funds to be credited thereafter, and whether payable to the order of my said attorney or tendered in payment of my said attorney's individual obligation or deposited to my said attorney's personal account or otherwise; and to endorse and deliver to any banks any and all checks, drafts, notes, bills of exchange, certificates of deposit or other orders or instructions for the payment of money, for negotiation with or through, or for deposit to my account with, collection and credit to my account by, any bank, or transmission, remittance, and credit to my account by any bank, or for any other purpose; and I do hereby expressly authorize and empower any bank to permit my said attorney to deal with, control, withdraw, transfer to the name of my said attorney or to the name of others, appropriate to my said attorney's own use or to the use of others, and dispose of, any and all monies, funds, accounts, checks, drafts, promissory notes, bills of exchange, other commercial paper, certificates of deposit or other orders or instruments for the payment of money, bonds, stocks, and securities, or any and all other property whatsoever, tangible or intangible, which may belong to me or in which I may have any interest, to the same full and unlimited extent and in the same manner as my attorney might or could do, if the same were my said attorney's absolute property, hereby expressly authorizing my said attorney to deposit my funds in my said attorney's personal account, and I agree that any bank shall not in any manner or for any cause be liable for any disposition which my said attorney may make of the same or any part thereof; to sign in my name checks on all accounts standing in my name, and to withdraw funds from said accounts, to open accounts in my name or in my said attorney's name as my attorney-in-fact; to make such payments and expenditures as may be necessary in connection with any of the foregoing matters or with the administration of my affairs; to retain counsel and attorneys on my behalf, to appear for me in all actions and proceedings to which I may be party in the courts of Alabama or any other state in the United States, or in the United States courts, to commence actions and proceedings in my name if necessary, to sign and to verify in my name all complaints, petitions, answers, and other pleadings of every description; to make and verify income tax returns, and to represent me in all income tax matters

before any office of the Internal Revenue Service, within the limitations of the applicable Revenue Rulings and Procedures; hereby giving and granting to my said attorney full power and authority to do and perform all and every act and thing whatsoever necessary to be done in the premises, as fully to all intents and purposes as I might or could do if personally present, with full power of substitution and revocation, hereby ratifying and confirming all that my said attorney may do pursuant to this power. THIS POWER OF ATTORNEY SHALL NOT BE AFFECTED BY MY DISABILITY, INCOMPETENCY, OR INCAPACITY. I further nominate, by this power of attorney, my husband, JOHN C. THIES, for consideration by the Court if proceedings to appoint a fiduciary or guardian for myself are hereafter commenced.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 18 day of September, 1991.

JAMICE NEFF THIEF (L.S.)

STATE OF ALABAMA) JEFFERSON COUNTY)

I, the undersigned, a Notary Public in and for said State and said County, hereby certify that JANICE NEFF THIES, whose name is signed to the foregoing Durable Power of Attorney, known to me, acknowledged before me on this day that, being informed of the contents of said Durable Power of Attorney, she executed and delivered the same voluntarily on the day the same bears date.

Witness my hand and seal this 18 day of September,

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ywMy Commission Expires: 4-29-94