

OFFICIAL BOND

BOND NO. S25 35 92 -

THE STATE OF ALABAMA, }

Know All Men By These Presents

Shelby County  
State at Large

That we Daniel A. Headley as Principal & EMPLOYERS MUTUAL CASUALTY COMPANY, as

Surety are held and firmly bound unto the State of Alabama, in the sum of Ten Thousand and No/100 (\$10,000.00) Dollars, for the payment of which well and truly to be made and done, we bind ourselves, our heirs, executors, administrators and assigns, firmly by these presents, and we hereby waive our right to claim personal property exempt under the laws of Alabama.

Sealed with our seals, and dated this 1st day of June, 1999

The condition of the above obligation, That whereas the above bound Daniel A. Headley was duly appointed to the office

of Notary Public on the 4th day of June 1999; for the term of 4 years from the 4th day of June 1999 in Precinct No. \_\_\_\_\_ in and for said County.

Now, if the said Daniel A. Headley shall faithfully perform and discharge all the duties of said office during his continuance therein then the above obligation to be void, otherwise to remain in full force and effect.

Daniel A. Headley (L.S.)

EMPLOYERS MUTUAL CASUALTY COMPANY (L.S.)

BY: Carolyn Smith (L.S.)  
Attorney-in-Fact

Daniel J. Paulston

Authorized Resident Agent

Taken and approved this 1st day of June

Patricia J. Schmidt  
Judge of Probate

06/04/1999-23467

THE STATE OF ALABAMA, }

OATH OF OFFICE

Shelby County

06:03 AM CERTIFIED  
SHELBY COUNTY JUDGE OF PROBATE  
002 1995 17.00

I, DANIEL A. HEADLEY solemnly swear that I will support the constitution of the United States, and the constitution of the State of Alabama, so long as I continue a citizen thereof; and that I will faithfully and honestly discharge the duties of the office upon which I am about to enter, to the best of my ability. So help me God.

Subscribed and sworn to before me this 1st day of June, 1999

Melba G. Smith  
Notary Public

EX-100 31.0001

Daniel A. Headley

## CERTIFICATE OF AUTHORITY INDIVIDUAL ATTORNEY-IN-FACT

KNOW ALL MEN BY THESE PRESENTS, that the Employers Mutual Casualty Company, a Corporation duly organized under the laws of the State of Iowa and having its general office in the City of Des Moines, in said State, hath made, constituted and appointed, and does by these presents make, constitute and appoint:

Melody Massey, Kim Crawford, Carolyn Smith — Birmingham, AL

D.L. Hixenbaugh, K. Kingery, A.L. Daniel — Des Moines, IA

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

This Power-of-Attorney is made and executed pursuant to and by authority of a Resolution of the Board of Directors of the Company adopted at a regular meeting duly called and held on June 10, 1953 authorizing any Vice President to appoint Attorneys-In-Fact authorizing them to execute bonds and other writings obligatory in the nature thereof and to attach the seal of the Company, or to remove any such Attorney-In-Fact and revoke the Power given to him, and further ratifying any instruments executed by such Attorneys-In-Fact as fully and in all respects binding upon the Company; and a further Resolution adopted at a regular meeting duly called and held on September 20, 1978 ratifying the facsimile or mechanically reproduced signature of any Vice President or Secretary of the Company appearing on any Power-of-Attorney as valid and binding with the same force and effective as though manually affixed.

IN WITNESS WHEREOF, the Employers Mutual Casualty Company has caused these presents to be signed by its Vice President and Secretary and its corporate seal to be therein affixed this 5th day of November, 1998.

SEAL

### EMPLOYERS MUTUAL CASUALTY COMPANY

By:   
David L. Hixenbaugh, Vice President

By:   
Robert L. Link, Secretary

STATE OF IOWA, COUNTY OF POLK SS.

On this 5th day of November, 1998, before me a Notary Public in and for Polk County, Iowa, personally appeared David L. Hixenbaugh and Robert L. Link, who being by me duly sworn, did say that they are the Vice President and Secretary, respectively of said Employers Mutual Casualty Company, that the seal affixed is the seal of said corporation; that said instrument was signed and sealed on behalf of said corporation by authority of its Boards of Directors, and they did acknowledge the execution of said instrument to be the voluntary act and deed of said corporation.

My Commission Expires August 19, 2000

  
Notary Public

Kathy E. Kingery



## CERTIFICATE

I, David L. Hixenbaugh, Vice President of the Employers Mutual Casualty Company, do hereby certify that the foregoing Power-of-Attorney dated 5th day of November, 1998 in behalf of Melody Massey, Kim Crawford, Carolyn Smith, D.L. Hixenbaugh, K. Kingery and A.L. Daniel, is a true and correct copy and that the same is still in force.

In Testimony Whereof I have subscribed my name and affixed the corporate seal of said Company this 5th day of November, 1998.

  
David L. Hixenbaugh, Vice President

06/04/1999-23467  
08:03 AM CERTIFIED  
SHELBY COUNTY JUDGE OF PROBATE

002 1116 17.00

1999-23467