

OFFICIAL BOND

BOND NO. S411829

THE STATE OF ALABAMA,
Shelby County }

Know All Men By These Presents

That we Vicki Minor as Principal & EMPLOYERS MUTUAL CASUALTY COMPANY, as Surety are held and firmly bound unto the State of Alabama, in the sum of Twenty-Five Thousand and No/100 (\$25,000.00) 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 29 day of April, 2012.

The condition of the above obligation, That whereas the above bound Vicki Minor

was duly appointed to the office

of Notary Public on the 29 day of April, 2012; for the term of 4 years from the 29 day of

April, 2012 in Precinct No. _____ in and for said County.

Now, if the said Vicki Minor 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.

Vicki Minor (L.S.)

(L.S.)

EMPLOYERS MUTUAL CASUALTY COMPANY (L.S.)

BY O M Hughes Jr (L.S.)
Attorney-in-Fact

Judy Sanders
Authorized Resident Agent

Taken and approved this 4th day of May, 2012
[Signature]
Judge of Probate

THE STATE OF ALABAMA,
Shelby County }

OATH OF OFFICE

I, Vicki Minor 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 4th day of May, 2012

Kelly B. Mullin
Notary Public

Kelly B. Mullin
Notary Public State At Large
Commission Expires
June 28, 2013



20120504000155250 2/2 \$33.00
 Shelby Cnty Judge of Probate, AL
 05/04/2012 08:47:35 AM FILED/CERT

THE FACE AND REVERSE OF THIS DOCUMENT HAVE A COLORED FLAG ON WHITE PAPER



EMC Insurance Companies®
 P.O. Box 712 • Des Moines, IA 50306-0712

No. 977451

CERTIFICATE OF AUTHORITY INDIVIDUAL ATTORNEY-IN-FACT

KNOW ALL MEN BY THESE PRESENTS, that:

- | | |
|---|--|
| 1. Employers Mutual Casualty Company, an Iowa Corporation | 5. Dakota Fire Insurance Company, a North Dakota Corporation |
| 2. EMCASCO Insurance Company, an Iowa Corporation | 6. EMC Property & Casualty Company, an Iowa Corporation |
| 3. Union Insurance Company of Providence, an Iowa Corporation | 7. Hamilton Mutual Insurance Company, an Iowa Corporation |
| 4. Illinois EMCASCO Insurance Company, an Iowa Corporation | |

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

MARCUS K. HUGHES, O.M. HUGHES, JR, SHERRE K. MEADOWS, 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:

IN AN AMOUNT NOT EXCEEDING FIVE HUNDRED THOUSAND DOLLARS (\$500,000.00)

and to bind each Company thereby as fully and to the same extent as if such instruments were signed by the duly 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 APRIL 1, 2014 unless sooner revoked.

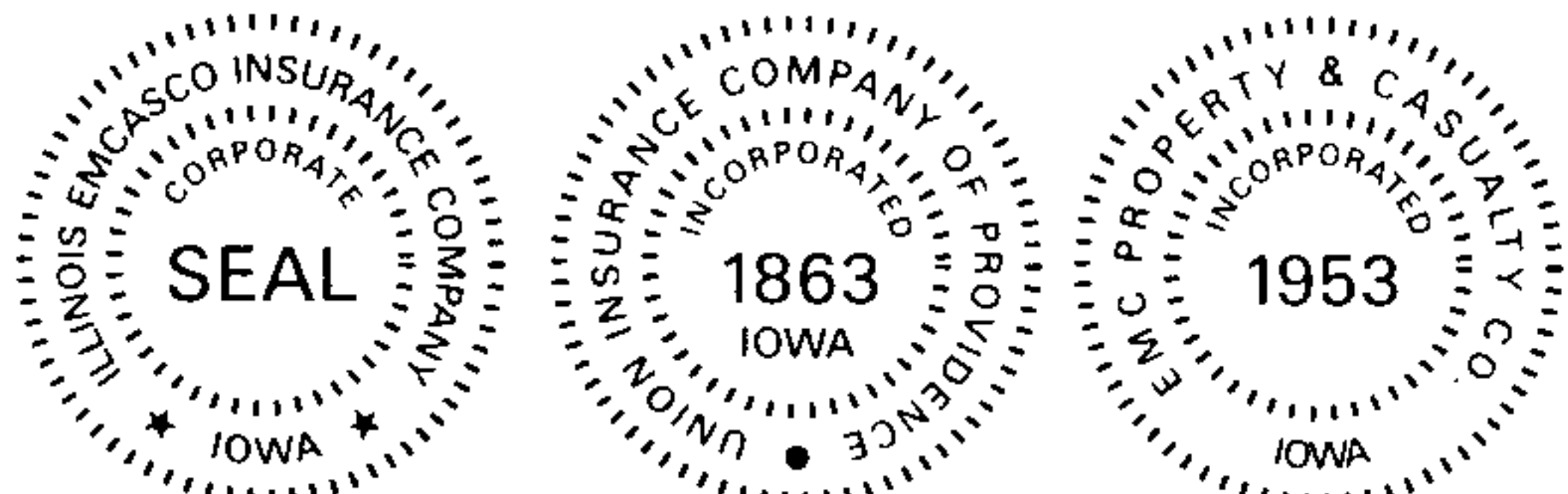
AUTHORITY FOR POWER OF ATTORNEY

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 a regularly scheduled meeting of each company duly called and held in 1999:

RESOLVED: The President and Chief Executive Officer, any Vice President, the Treasurer and the Secretary of Employers Mutual Casualty Company shall have power and authority to (1) appoint attorneys-in-fact and authorize them to execute on behalf of each 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 or her. Attorneys-in-fact shall have power and authority, subject to the terms and limitations of the power-of-attorney issued to them, to execute and deliver on behalf of the Company, and to attach the seal of the Company thereto, bonds and undertakings, recognizances, contracts of indemnity and other writings obligatory in the nature thereof, and any such instrument executed by any such attorney-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 certified copy of any power-of-attorney of the Company, shall be valid and binding upon the Company with the same force and effect as though manually affixed.

IN WITNESS THEREOF, the Companies have caused these presents to be signed for each by their officers as shown, and the Corporate seals to be hereto affixed this 23rd day of MAY, 2011.

Seals



LAUREL A. BLOSS
 Commission Number 183662
 My Comm. Exp. Mar13, 2014

Bruce G. Kelley
 Bruce G. Kelley, Chairman
 of Companies 2, 3, 4, 5 & 6; President
 of Company 1; Vice Chairman and
 CEO of Company 7

Michael Freel
 Michael Freel
 Assistant Vice President/
 Assistant Secretary

On this 23rd day of MAY AD 2011 before me a Notary Public in and for the State of Iowa, personally appeared Bruce G. Kelley and Michael Freel, who, being by me duly sworn, did say that they are, and are known to me to be the Chairman, President, Vice Chairman and CEO, and/or Assistant Vice President/Assistant Secretary, respectively, of each of The Companies above; that the seals affixed to this instrument are the seals of said corporations; that said instrument was signed and sealed on behalf of each of the Companies by authority of their respective Boards of Directors; and that the said Bruce G. Kelley and Michael Freel, as such officers, acknowledged the execution of said instrument to be the voluntary act and deed of each of the Companies.
 My Commission Expires March 13, 2014.

Laurel A Bloss
 Notary Public in and for the State of Iowa

CERTIFICATE

I, James D. Clough, Vice President of the Companies, 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 MAY 23, 2011 on behalf of Marcus K. Hughes, O. M. Hughes, Jr, Sherre K. Meadows are true and correct and are still in full force and effect.

In Testimony Whereof I have subscribed my name and affixed the facsimile seal of each Company this 29 day of April, 2012.

J D Clough

Vice President