

AMENDMENTS TO BY-LAWS

THE LYNDE AND HARRY BRADLEY FOUNDATION, INC.

Directors' Annual Meeting - Pages 2 & 3 - September 23, 1991

RESOLVED, that Article II of the By-laws shall be amended by inserting a new Section 14, which shall provide as follows:

"SECTION 14. Founding Chairman. The provisions of Section 2 of Article II of these By-laws relating to mandatory retirement of a director after his attaining age 78 and the provisions of Section 2 of Article III of the By-laws relating to the number of two year terms of office that may be served by an individual in the office of the Chairman, shall not be applicable to I. Andrew Rader, the Founding Chairman of the Foundation. Accordingly, the Board of Directors shall have full power and authority to elect Mr. Rader to be a director of the corporation without any restrictions by reason of his attained age at the time of election and to elect Mr. Rader to the office of Chairman without any limitation by reason of the number of two year terms of office he may have served in such office prior to any subsequent election thereto."

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RESOLVED, that Section 7 of Article III of the By-laws shall be amended in its entirety so as to provide as follows:

"SECTION 7. President. The President shall be the principal executive officer of the Corporation and, subject to the control and direction of the Board of Directors, shall in general supervise and direct the regular business of the Corporation. The president, shall, in the absence of the Chairman and Vice Chairman, preside at all meetings of the Board of Directors. The President may sign, with the Secretary or any other proper officer of the Corporation thereunto authorized by the Board of Directors, any deeds, mortgages, bonds, contracts, or other instruments which the Board of Directors has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors or by these By-laws to some other officer or agent of the Corporation, or shall be required by law to be otherwise signed or executed; and in general shall perform all duties incident to the office of President and such other duties as may be prescribed and assigned by the Board of Directors. In the absence of the President, or in the event of the President's death or inability to act, the Chairman (or the Vice Chairman acting in his place and stead as provided at Section 6 of this Article III) shall perform the duties of the President, and when so acting, shall have all the powers and duties of the President."

RESOLVED, that Section 8 of Article III of the By-laws shall be amended in its entirety so as to provide as follows:

"SECTION 8. Vice President. The Vice President or Vice Presidents shall perform such duties as from time to time may be assigned by the Chairman, President or by the Board of Directors."