ABSTRACT OF TRUST

The undersigned, **LeROY JOHN SCHNIEDERS**, hereby declares that he is the Trustee of the **LeROY JOHN SCHNIEDERS REVOCABLE INTER VIVOS TRUST** under date of November 18, 1991, and that said Trust incorporates the following provisions:

1.	Name of Trust:	**LeROY JOHN SCHNIEDERS REVOCABLE INTER VIVOS TRUST**
2.	Name of Grantor:	**LeROY JOHN SCHNIEDERS**
3.	Initial Trustee:	**LeROY JOHN SCHNIEDERS**
4.	Form of Title:	**LeROY JOHN SCHNIEDERS, as Trustee of the LeROY JOHN SCHNIEDERS REVOCABLE INTER VIVOS TRUST DATED NOVEMBER 18, 1991**
5.	Nature of Trust:	**INTER VIVOS REVOCABLE TRUST**

6. Powers of Trustee: In the administration of the Trust Estate, the Trustee shall have the following powers:

(a) To receive, hold, maintain, administer, collect, invest and reinvest said Trust Estate, and collect and apply the income, profits and principal thereof pursuant to the terms of this instrument.

(b) To retain uninvested cash as considered desirable by said fiduciary.

(c) To compromise, settle or abandon claims in favor of or against Grantor's Trust Estate.

(d) To both retain original investments and to invest and reinvest assets, in said Trustee's discretion, in any type of real or personal property, in any other way thought advisable by said Trustee, without statutory restriction; to invest in any common Trust fund maintained by any Corporate Trustee without restriction as to the types of investments held by such fund.

(e) To sell, option, mortgage, pledge, lease or convey real or personal property, for such prices, for such purposes, in such manner, publicly or privately, without notice to anyone, and upon such terms and conditions as may appear to be proper, and to execute all instruments necessary to effect the authority herein granted.

(f) To manage real estate and personal property with all the rights and powers as if individually owned.

(g) To borrow money, upon such terms and conditions as may appear to be proper, from any lending agency or person (including any Corporate Trustee in its non-Trustee capacity) and to extend the credit of the Trust for the repayment of principal and interest thereon, and to secure same.

(h) To participate in any plan of reorganization, dissolution or liquidation.

FILE No. 180-2977
RECORDING FEE $ 20.00
TRANSFER FEE $

FILED FOR RECORD THE 14 DAY OF April, 19 92 AT 4:29 O'CLOCK P. M. BOOK 3 PAGE 41

STATE OF IOWA, DELAWARE COUNTY
Jane A Lloyd, Recorder
Misc.

(i) To exercise all rights, options, and privileges pertaining to securities as may appear to be proper.

(j) To register securities in the name of a nominee.

(k) To make payments on behalf of a Beneficiary, either directly to such Beneficiary, to his or her Guardian or Conservator, or to anyone who has the care and custody of the Beneficiary, or to apply same for the benefit of such, and the receipt of the payee as evidence of the application of such payments for the benefit of the Beneficiary shall be a full and sufficient discharge.

(l) To make allocations of charges and credits as between principal and income as in the sole discretion of the Trustee may appear to be proper.

(m) To exercise all options and privileges available under any life insurance policies payable to the Trustee as Beneficiary; to purchase and pay premiums on insurance of any kind, including liability insurance and, for the **FAMILY TRUST** only, insurance on the life of a Beneficiary, their spouse or issue, as said Trustee believes to be desirable.

(n) To continue and operate, without liability for errors in judgment, any business which this Trust Estate may acquire, whether as sole proprietor, partner or shareholder, and to that end: to delegate such duties, with requisite powers to any employee, manager or partner without liability for such delegation except for the Trustee's own negligence, and to elect the Trustee or the officers or employees of any Corporate Trustee, as officers or directors of such business; to receive as part of the Trustee's fees, either as salaries or otherwise, reasonable compensation for services rendered in management of the business for which payment shall be authorized in the first instance by the business, if there is sufficient income, or secondly, by the Trust; to use in the conduct of any such business, not only the capital investment therein at the time the property is acquired by the Trust, but also such additional capital out of the Trust property as the Trustee may deem proper; to borrow from any source money for any such business, either alone or along with other persons financially interested in the business, and to secure a loan or loans by a pledge or mortgage not only of the Trust property or interest in the business but also of any part of the Trust property outside of the business as the Trustee may deem proper; to organize, from time to time and at any time, either by said Trustee or jointly with others, a sole proprietorship, a corporation, or partnership, either general or limited, to carry on the business and to contribute all or any part of the Trust's stock in the succeeding corporation in lieu thereof, and, if the Trustee deems advisable, to provide for different classes of stock; to deposit securities with voting Trustees; to sell any business, any interest in any business, or any stock or other securities representing the Trust's interest in any business as and when and upon such terms as shall seem to be to the best interest of the Trust; to liquidate, either by said Trustee or jointly with others, any business or any interest in a business at such times and upon such terms as shall seem to be for the best interest of the Trust; generally, to exercise with respect to the continuance, management, sale or liquidation of any business or business interest the Trust may acquire, all the powers which Grantor could have exercised as the individual owner.

(o) To continue and carry on any farming operation in which the Trust Estate may be financially interested and operate any other farm which may be acquired by the Trust and, in so doing by way of illustration and not limitation of such powers, to operate the farm with hired labor, tenants or sharecroppers and to employ agents; to lease or rent the farm for cash or for a share of the crops; to purchase or otherwise acquire farm machinery and equipment and livestock, to construct, repair and improve farm buildings of all sorts needed for the operation of the farm; to make or obtain loans or advances at the prevailing rate or rates of interest for farm purposes such as for production, harvesting, or marketing, or for the construction, repair or improvement of farm

buildings, or for the purchase of farm machinery or equipment or livestock; to employ approved soil conservation practices in order to conserve, improve, and maintain the fertility and the productivity of the soil; to ditch and tile damp or wet fields and areas of the farm when and where needed; to engage in livestock production, if it is deemed advisable, and to construct such fences and buildings and plant such pastures and crops as may be necessary to carry on such a livestock program; and, in general, to employ the methods of carrying on the farming operation that are in common use by other landowners in the community in which the farm is located.

(p) To continue the operation of any business being operated by Grantor at Grantor's death and to retain the possession and use of real estate owned by Grantor and used by such business, without payment to anyone for such use during probate, without any personal liability on the part of such fiduciary for business losses, debts or torts contracted or incurred in behalf of said business. If said fiduciary is required to pay for such losses, debts or torts, my Estate and Trust Estate are to be used to reimburse the fiduciary.

(q) To employ and compensate counsel and other persons deemed necessary for proper administration and to delegate authority when such delegation is advantageous to said Estates or Trusts.

(r) To make division or distribution in money or kind or partly in either at values to be determined by my Executor or Trustee and in connection therewith to, in the fiduciary's discretion, allocate particular assets or portions thereof or undivided interests therein to any one or more of the Beneficiaries hereunder taking into account the income tax bases of such assets as the fiduciary shall deem to be for the best interests of the Beneficiaries of my Estate and of any Trust hereby created; for the purpose of any such distribution, to select such securities or other property as the fiduciary may deem suitable, and to place such valuation upon such securities or other property as the fiduciary may determine. The decision of said fiduciary shall be final and binding upon all parties in interest.

(s) To vote in person or by proxy for any and all purposes without any limitation.

(t) To make loans of the Trust assets upon such terms and with such security as the Trustee deems advisable, including the power on the part of the Trustee to make loans to Grantor's Executor in that capacity; to purchase securities and other property from the legal representative of Grantor's Estate and to retain the same as part of the Trust fund; said borrowing power and sale authority relating to the Estate to be without any liability on account of any loss resulting to the Trust fund by reason of any such purchase or loan.

(u) To permit any of the Beneficiaries of the Trust to use in kind any tangible personal property without liability on the part of the Trustee for any injury to, consumption of, or loss of any such property so used.

(v) To receive additional assets from other persons and sources, including assets by testamentary disposition. All such additional assets shall be held and administered under, and be subject to, the terms of this instrument.

(w) The Trustee provided for herein shall not be required to give bond.

(x) The Trustee shall not be required to give notice, obtain the approval of or report to any Court, in connection with the administration and distribution of this Trust and shall be accountable only to the Beneficiaries of the Trust.

(y) If the Trust is entitled to receive payments from a qualified Pension Plan, Profit Sharing Plan or other type of Employee Benefit Plan, the Trustee shall cooperate with the Committee for such Employee Benefit Plan so as to elect the payment alternative most advantageous to the Trust and Estate. Payments so received shall not be used to pay any of Grantor's charges, debts, costs of administration or taxes, or be used in any other way to benefit Grantor's Estate, except that this restriction shall not be applicable if an election should be made to receive such benefits in a lump sum.

(z) To make gifts to individuals or charities, on behalf of Grantor, or to complete any pledge made by Grantor, which is consistent with Grantor's prior giving patterns or in the best interests of Grantor or Grantor's Estate.

(aa) To acquire flower bonds.

It is understood that this **ABSTRACT** represents the current status of the Trust, and may be relied upon as the **ABSTRACT** of such Trust until such time as an **AMENDED ABSTRACT** shall be recorded. Trustee shall record an **AMENDED ABSTRACT** upon any Amendment of the Trust.

IN WITNESS WHEREOF, Trustee has executed this **ABSTRACT OF TRUST** on the 14th day of April, 1992, which **ABSTRACT** may be recorded to set forth the authority of the Trustee of record.

LeROY JOHN SCHNIEDERS

STATE OF IOWA)
) **ss:**
County of Delaware)

On this 14th day of April, 1992, before me, the undersigned, a Notary Public in and for said State, residing therein, duly commissioned and sworn, personally appeared **LeROY JOHN SCHNIEDERS,** known to me to be the person whose name is subscribed to the within instrument, and acknowledged to me that he executed the same.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal in said State, the day and year in this Certificate first above written.

NOTARIAL SEAL
MARK H. ENGELBRECHT
MY COMMISSION EXPIRES
12-6-1993

Mark H. Engelbrecht
NOTARY PUBLIC IN AND FOR THE STATE OF IOWA