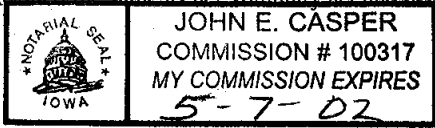


STATE OF IOWA, COUNTY OF MADISON, ss:

On this 27 day of November, 2001, before me, the undersigned, a Notary Public in and for said State, personally appeared Rita Moorehead to me known to be the person named in and who executed the foregoing instrument, and acknowledged that she executed the same as her voluntary act and deed.



John E. Casper
Notary Public in and for said State.

STATE OF IOWA, COUNTY OF MADISON, ss:

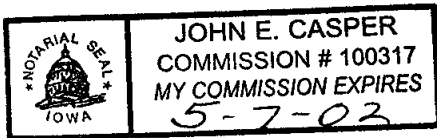
On this 27 day of November, 2001, before me, the undersigned, a Notary Public in and for said State, personally appeared Terri Welch, to me known to be the person named in and who executed the foregoing instrument, and acknowledged that she executed the same as her voluntary act and deed.



John E. Casper
Notary Public in and for said State.

STATE OF IOWA, COUNTY OF MADISON, ss:

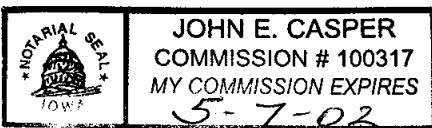
On this 27 day of November, 2001, before me, the undersigned, a Notary Public in and for said State, personally appeared Sandra Pettit and Libert Pettit to me known to be the persons named in and who executed the foregoing instrument, and acknowledged that she executed the same as her voluntary act and deed.



John E. Casper
Notary Public in and for said State.

STATE OF IOWA, COUNTY OF MADISON, ss:

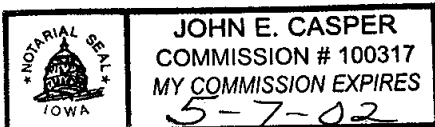
On this 27 day of November, 2001, before me, the undersigned, a Notary Public in and for said State, personally appeared Walana Welch to me known to be the person named in and who executed the foregoing instrument, and acknowledged that she executed the same as her voluntary act and deed.



John E. Casper
Notary Public in and for said State.

STATE OF IOWA, COUNTY OF MADISON, ss:

On this 27 day of November, 2001, before me, the undersigned, a Notary Public in and for said State, personally appeared Dona Russell and Donald Russell to me known to be the persons named in and who executed the foregoing instrument, and acknowledged that she executed the same as her voluntary act and deed.



John E. Casper
Notary Public in and for said State.