

IOWA DEPARTMENT OF EMPLOYMENT
SERVICES/JOB SERVICE DIVISION

By Glen Howard 4/7/95
Name Title Deputy Regional Supervisor Reg II Date

FIBRELITE CORPORATION

By James L. McIntire 4-3-95
Name Title SECRETARY Date

ATTEST:

Donna V. Boetel-Baker
Donna V. Boetel-Baker
City Clerk

APPROVED AS TO FORM:

Tim P. Walker
Assistant City Attorney

CITY OF DES MOINES

By George E. Flagg
George E. Flagg Date

STATE OF IOWA)
COUNTY OF POLK) ss:

ACKNOWLEDGEMENT FORM FOR
JOB SERVICE

On this 7th day of April, 1995, before me, the undersigned, a Notary Public in and for Polk County, Iowa, personally appeared Glen Howard and James L. McIntire, to me personally known, and, who, being by me duly sworn, did say that they are the Deputy Regional Supervisor, Reg II, respectively, of the IOWA DEPARTMENT OF EMPLOYMENT SERVICES/JOB SERVICE DIVISION; and that said instrument was signed and sealed on behalf of said department of state government, by authority of said officers and the said Glen Howard and James L. McIntire acknowledged the execution of said instrument to be their voluntary act and deed and the voluntary act and deed of said department by it voluntarily executed.

Donna V. Boetel-Baker
Notary Public in and for Polk County, Iowa