JOHN D SEYFFERT
DIRECTOR

REED W M DONAGH
DEPUTY DIRECTOR

STATE OF MARYLAND
MARYLAND ENVIRONMENTAL SERVICE
60 WEST STREET
ANNAPOLIS MARYLAND 21401
(301) 269-3351

EDWARD A GRIFFITH
CORPORATE TREASURER

DR R KENNETH BARNES
CORPORATE SECRETARY

BOARD OF DIRECTORS OF MARYLAND ENVIRONMENTAL SERVICE
R E S O L U T I O N

The Board of Directors of the Maryland Environmental Service (MES) on this 17th day of August, 1984, do hereby approve the adoption of a 401K Savings Plan (PLAN) offered by the VANGUARD GROUP OF INVESTMENT COMPANIES (VANGUARD) for the benefit of elegible MES corporate employees MES intends to structure and use the Plan for the purpose of accumulating pension benefits for those elegible employees, and to encourage voluntary retirement savings

The MES Director shall have full authority to adopt the plan, authorize the payment of any Plan fees or charges, appoint a Plan Administrator, establish and amend Plan parameters, and otherwise oversee Plan operations on behalf of MES Annual MES contribution levels shall be set by the Director, subject to the majority approval of the MES Board of Directors

This resolution shall take effect immediately

Adopted this 17th day of August, 1984

MARYLAND ENVIRONMENTAL SERVICE

By John D Seyffert, Director

JOHN D SEYFFERT
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EDWARD A GRIFFITH
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CORPORATE SECRETARY

August 17, 1984

MEMORANDUM

TO Edward A Griffith, Corporate Treasurer
Dr R Kenneth Barnes, Corporate Secretary

FROM John D Seyffert, Director

SUBJECT MARYLAND ENVIRONMENTAL SERVICE/VANGUARD 401K SAVINGS PLAN

We are in the process of finalizing details on the corporate pension type plan being adopted through the Vanguard Group of Investment Companies out of Valley Forge, Pennsylvania While we have not yet completed the design of the plan, we are prepared to establish MES contribution limits for FY 1985 I recommend an initial lump sum contribution of 2% of base compensation (as of October 1, 1984) for all elegible employees at the time of plan implementation, and an amount not to exceed 4 5% of compensation (as defined by the plan) per pay period for the remainder of FY 1985

Plan implementation is expected to be effective January 9, 1985, that day being the beginning of the first full corporate pay period in calendar year 1985

JDS pej