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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 Directors recommended level of 401K Savings Plan contributions to be made by MES on behalf of elegible employees during FY 1985

An initial lump sum contribution of 2% of base compensation (as of October 1, 1984) shall be made for all elegible employees at the time of Plan Implementation Thereafter, MES shall contribute an amount not to exceed 4 5% of compensation (as defined by the Plan) per pay period for each elegible employee throughout 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

This resolution shall take effect immediately

Adopted this 17th day of August, 1984

MARYLAND ENVIRONMENTAL SERVICE

BY John D Seyffert, Director