



The Ethics Agreement is not intended to alter in any way the duties, obligations and rights of Directors or Segment Alternates as set forth in the Articles of Incorporation, Bylaws and applicable law, as they may be amended from time to time, nor does it create any third party rights, claims or causes of action. To the extent, if any, that the Ethics Agreement is inconsistent with the Articles of Incorporation, Bylaws or applicable law, the Articles of Incorporation, Bylaws and applicable laws, as they may be amended from time to time, shall control. Directors and Segment Alternates will be required to reaffirm the Ethics Agreement on an annual basis.

By my signature I, Raymond W. Hepper,  
acknowledge that I have read and understand the above Ethics Agreement and agree to  
be bound by its terms.

Director/Segment Alternate Signature: \_\_\_\_\_

A handwritten signature in blue ink, appearing to read "Raymond W. Hepper", is written over the signature line.

Date: 4/7/2021