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And I hereby authorize my attorneys, Thomas N. Young, Reg. No. 20,985; Jason J. Young, Reg. No. 34,048; Andrew R. Basile, Reg. No. 24,753; William M. Hanlon, Jr., Reg. No. 28,422; Thomas D. Helmholdt, Reg. No. 33,181; David B. Ehrlinger, Reg. No. 17,298; Donald L. Wood, Reg. No. 20,014; Marshall G. MacFarlane, Reg. No. 30,403; Denise M. Glassmeyer, Reg. No. 31,831; Julia C. Dierker, Reg. No. 33,368; Darlene P. Condra, Reg. No. 37,113; Todd L. Moore, Reg. No. 36,874; Gary A. Smith, Reg. No. 39,376; Christopher A. Mitchell, Reg. No. 40,729; and Linda Deschere, Reg. No. 34,811 to enter the Serial No. and filing date of the application on this paper when known.

Jon H. Anderman

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STATE OF MICHIGAN)
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On this 25th day of <u>OCTOBER</u> , 1999, personally appeared before me JON H. SNIDERMAN, known to me to be the person who executed the above instrument and acknowledged that he executed the same for the uses and purposes therein mentioned.
(SEAL) Seal Search Notary Public My Commission Expires: 8-6-2001
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