

HOFFMAN ESTATES PARK DISTRICT
Hoffman Estates, Illinois

FORM OF PROPOSAL

Proposal of Efraim Carlson & Son, Inc., hereinafter
called the "BIDDER", (a) ~~(XX)~~ Corporation,
(Corporation, Partnership, individual)
doing business as Efraim Carlson & Son, Inc., to Hoffman Estates Park
District, hereinafter called the "OWNER."

* * *

The Bidder, in response to your advertisement for bids for **Carpentry work** having examined the Specifications and other Documents and being familiar with all of the conditions surrounding the proposed work (purchase/sale) including availability of materials and labor, hereby proposes to furnish all labor, materials and supplies and to construct the project in accordance with the Contract Documents, within the time set forth therein and at the prices stated below. These prices are to cover all expenses incurred in performing the work required under the Contract Documents of which this proposal is a part.

Bidder acknowledges receipt of the following Addenda, which are a part of the Contract

Document: Numbers: 1, 2, 3, _____.

Bidder hereby agrees to start work within five (5) days after receipt of "Notice to Proceed" from the Owner and to complete the project according to the scheduled provided in the contract documents. All work under this proposal shall be completed no later than April 7th 2017 unless an extension due to extenuating circumstances is granted by the Construction Manager.

SCOPE OF WORK
CARPENTRY

The specifications and drawings are to govern the extent of the Work required or reasonably incidental to this Bid package. The following list of Work items is to be included and considered complementary to the drawings and specifications.

Furnish all labor, tools, material, and equipment required and necessary to complete the following:

1. Perform and supply all materials necessary to complete all carpentry work including, but not limited to, ledgers, all wood blocking, sub-framing, metal framing, interior toilet and urinal partitions, toilet accessories, plywood, interior wood trim, millwork, counter support brackets, furring, lumber, rough hardware, pressure-treated material, fire-retardant treated material, closet accessories, window stool, architectural cabinets, batt and blanket insulation, fire stopping, joint fillers, door louvers, door light kits, access doors and panels, hinges, locks, keying, exit devices, closers, stops, holders, push plates, pulls, kick plates, flush bolts, coordinators, weather stripping, thresholds, silencers, metal furring, plaster, gypsum board, metal studs, accessories, joint treatment, suspended acoustical ceiling, grid, acoustical, ceiling tile, plastic laminate cabinets and countertops, gypsum board system including taping, nailers, caulking and sealant, fire extinguisher and cabinet, wood doors, hollow metal doors and frames, finished hardware, marker boards, chalk boards, bulletin boards, brackets, nails, hangers, fasteners, expansion bolts and anchors required and necessary for the complete carpentry installation.
2. Provide all bidding, contract requirements: General Requirements: Miscellaneous Carpentry, Interior Architectural Woodwork, Joint Sealants, Steel Doors & Frames, Flush Wood Doors, Door Hardware, Portland Cement Plaster, Gypsum Board Assemblies, Acoustical Panel Ceilings.
3. The Owner is responsible for construction of all temporary construct security walls & doors.
4. Perform layout for all interior walls and partitions including lines for all Masonry work.
5. All surfaces shall be installed plumb and level.
6. Brace all structural components as required and necessary. Provide all hoisting necessary for the completion of carpentry work.
7. Provide blocking and ledgers for the support of fixtures, equipment, cabinets, shelving, toilet accessories and all other wall hung construction.
8. Provide and install all plastic laminate and casework, cabinets, backsplash, doors, drawers, tray slide, brackets, locks, kick space, counter tops and shelving units shall be installed and fitted to the wall surfaces.
9. Caulking and sealant shall be included for the finish of carpentry materials being installed to adjoining surfaces. Fire stop all partitions where required.
10. Provide and install a complete, taped, and finished gypsum board system including track, studs, insulation, metal angle, joint fillers, fire safing, sealant, beads and accessories.
11. Carpentry contractor is responsible for the supply and installation of all Acrovyn wall protection and trim in room 137.
12. Provide a **\$7,500** allowance in the Base Bid price for labor and material to perform on a T&M basis for modifications as directed by Construction Manager. Unused portions shall be credited back to the Owner.
13. Provide adequate staff to review the Contract Documents and request, in writing, any additional information required well in advance of the actual fabrication or installation. Coordinate and communicate installation information with all other trades where there is interface, connection or contact with a product or work being installed and/or supplied by others.
14. If this Contractor is determined to impede the progress of the project schedule, the work delaying such progress will be passed over in a normal course of business and this Contractor shall be responsible for installing the work under other means and paying for additional costs, remedial work or damages resulting from such action.
15. Provide markers indicating limits of work and clear identification of items and areas requiring protection. Provide barricades, warning signs, and warning lights at conditions where there is a

danger of injury to persons, or materials falling into excavations, pits, or depressions in the surrounding grade. This contractor is solely responsible for determining the potential for injury to persons and damage to property. Where such potential is present, take appropriate protective measures. Protect persons from injury and protect existing and new improvements from damage caused directly or indirectly by construction operations.

16. The Trade Contractor shall be liable and responsible for payment of all OSHA fines and/or other penalties against their work for failure to comply with all such requirements. Trade Contractor shall also reimburse the Construction Manager for all OSHA and other fines and/or penalties charged to the construction manager due to Trade Contractor's negligence.
17. Clean up shall be on a daily basis. This shall include sweeping and other housekeeping methods necessary to maintain the building, and removal of debris from streets, roads, and landscaped areas. All unused materials, packaging, debris, food-related items shall be placed in rubbish containers and daily removed from the site. Owner will provide general use dumpster for minor disposal purposes. Each trade contractor shall be responsible for the removal of quantities of packaging materials and or crate material.
18. Submit the following information within five (5) days after bidding, when requested: (a) approximate number of man-days anticipated for each major function of work; (b) delivery dates of major equipment or fixtures; and, (c) references and financial qualifications. All shop drawings shall be submitted within twenty-one (21) days of the Contract date.
19. No extras shall be accepted on this project unless initiated by the Owner. Discrepancies, exclusions, clarifications regarding each contractor's scope of work shall be addressed by contractor, in writing, and to the architect during the bidding process.
20. Contractor shall provide certificate of insurance with coverage as specified in the Project Manual and naming architect as additional insured's.

Bidders agree to provide all materials, labor, supervision and markup costs to complete the work required under this proposal and as specified in the contract documents for the sum of:

Which includes a **\$7,500** allowance to be used by the owner should it be found necessary to complete the project. Any unused portion of this allowance will be retained by the owner.

\$ Two hundred forty-eight thousand eight hundred dollars & 00/100	\$248,800.00
	(in writing)

ALTERNATES The Contractor shall indicate an ADD or DEDUCT cost to the following items if they apply to their trade being bid as part of this package. Said alternates include all labor, material, equipment charges for incidental expenses, general conditions, supervision, taxes, insurance, overhead and profit.

Alternate No 1: Temperature Control Commissioning

1. Base Bid: Provide NO temperature controls commissioning..
2. Alternate Bid: Provide itemized pricing for the temperature controls contractor to commission the existing controls system that fall outside of the project scope of work as denoted in the contract documents..

ADD COST \$ NOT ASSOCIATED WITH THIS BID PACKAGE

Alternate No 2: Integrated Boiler Controls

1. Base Bid: Provide NO integrated hot water boiler controls
2. Alternate Bid: Provide itemized pricing for integrating the hot water boiler controls into the existing temperature control system.

ADD COST \$ NOT ASSOCIATED WITH THIS BID PACKAGE

Alternate No 3: Electrical operable panel partition.

1. Base Bid: Provide manually operated operable panels
2. Alternate Bid: Provide itemized pricing for providing electrically operated panel partitions in lieu of the electrically operated panels

ADD COST \$ 10,700.00

Alternate No 4: Helical Foundation Anchors

1. Base Bid: Provide tradition spread footing as designated in the contract documents.
2. Alternate Bid: Provide itemized pricing to provide helical pier anchor below the column footings as a delegated design.

ADD COST \$ NOT ASSOCIATED WITH THIS BID PACKAGE

Alternate No 5: Door and Hardware

1. Base Bid: Provide salvaged doors and hardware in new hollow metal frames as part of the base bid.
2. Alternate Bid: Provide itemized pricing for new doors, hardware and hollow metal frames in lieu of salvaged doors and hollow metal frames. Refer to the contract documents for additional information.

ADD COST \$ 12,675.00

Alternate No 6: Concrete stoop

1. Base Bid: Excavate, provide ,place and finish concrete slab outside of room 149 as part Base bid.
2. Alternate Bid: Deduct the cost of excavating, providing materials, placing and finishing concrete slab outside of room 149.

DEDUCT COST \$ NOT ASSOCIATED WITH THIS BID PACKAGE

VOLUNTARY ALTERNATES

The contractor is encouraged to provide Voluntary Alternates. All Voluntary Alternates **must** be a modification to the Base Bid and shall **not** be included in the Base Bid.

Description of Alternate Proposed (state any change in time required):

_____ Add/ Deduct \$ _____

Description of Alternate Proposed (state any change in time required):

_____ Add/ Deduct \$ _____

Description of Alternate Proposed (state any change in time required):

_____ Add /Deduct \$ _____

UNIT PRICES

The following unit prices include overhead and profit, all labor, materials, necessary tools, expendable equipment, all applicable taxes and fees, and utility and transportation services necessary to complete that unit of work and remain valid for the duration of the Contract.

Carpenter including mark –up cost	\$ 120.00	/HR
Laborer including mark-up cost	\$ 120.00	/HR

QUANTITIES AND VALUES

The following quantities and values are to be furnished for comparison purposes only:

Cost to supply and install all door Hardware	\$ 18,850.00
Cost to furnish and install movable partitions (Manual)	\$ 39,500.00
Cost to supply and install casework and counters	\$ 48,625.00

Accompanying this is a Ten Percent
(Bid Bond, Certified Check, Bank Draft)

In the amount of 10%
(Dollars)

and is attached to this proposal, as surety, in the amount of not less than 10% of the total bid payable to the Owner, which it is agreed will be forfeited if the undersigned fails to execute the Contract in conformity with the requirements set forth in the Project Manual and furnish Performance and Labor Material Payment Bonds as specified within ten (10) days after notification of the award of the Contract to the undersigned.

The undersigned bidder certifies that he is eligible for and agrees to provide Performance and Labor and Material Payment Bonds executed in accordance with the AIA Document (by referral) written with Employers Mutual Casualty Company (bonding company) in the amount of 100% of the Contract Sum (Base Bid and all accepted Alternate Bids) the cost of which is included in the bid.

The Bidder hereby certifies:

- A. That this bid is genuine and is not made in the interest of or on behalf of any undisclosed person, firm or corporation and is not submitted in conformity with any agreement or rules of any group, association, organization or corporation.
- B. That he has not directly or indirectly induced or solicited any other bidder to put in a false or sham bid.
- C. That he has not solicited or induced any person, firm, or corporation to refrain from bidding.
- D. That he has not sought by collusion or otherwise to obtain for himself any advantage over any other bidder or over the "Owner."
- E. That he will comply with all provisions of the Prevailing Wage Ordinance #O16-03 adopted by the Hoffman Estates Park District.
- F. That he is in compliance with the Criminal Code Act of 1961, Article 33E-11, Public Contracts, and Public Act 85-1295.
- G. That all materials, methods and workmanship shall conform to the drawings, specifications, manufacturer's standards and specifications, and all applicable Codes and Standards.

HOFFMAN ESTATES PARK DISTRICT

BY: _____
(Sign and Date)


BY: _____
(Sign and Date)

FIRM NAME Efraim Carlson & Son, Inc.

ADDRESS 14052 Petronella Drive, Ste 105
Libertyville, IL 60048

PHONE 847-573-1888

EMAIL: dhillstrom@efraimcarlson.com

BY:  10-11-16
(Sign and Date)

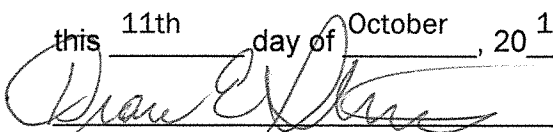
CERTIFICATION

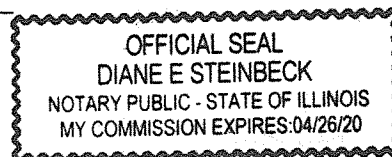
I, David W Hillstrom (Officer), having been first duly sworn on Oath, do
1701 Mansie Ct Libertyville IL 60048
depose and state that I presently reside at _____ (Address), and
that I am the duly authorized principal, officer or agent of Efraim Carlson & Son, Inc.
(Name of Contractor) and do hereby certify to Hoffman Estates Park District, its
Commissioners, Officers and Employees that neither I nor Efraim Carlson & Son, Inc.
(Name of Contractor) are barred from bidding on the Contract for which this bid is
submitted, and as a result of violation of either Section 33E-3 (Bid-rigging") or
Section 33E-4 ("Bid-rotating") of Article 33E of the Criminal Code of 1961 of the
State of Illinois approved July 28, 1961, as amended.


On behalf of Contractor

Subscribed and sworn to before me

this 11th day of October, 2016


- Notary Public -



My Commission Expires:

April 26th, 2020

FAIR EMPLOYMENT PRACTICES AFFIDAVIT OF COMPLIANCE

I, David W Hillstrom (name of person making the affidavit), being duly sworn, deposes and says that he is the President (title) of Efraim Carlson & Son, Inc., and that he has authority to make the following affidavit; that he has knowledge of the Hoffman Estates Park District ordinance relating to Fair Employment Practices, Equal Employment Opportunity, Prevailing Wages, Sexual Harassment Requirements, and knows and understands the contents thereof; that he certifies that Efraim Carlson & Son, Inc. (name of company) is an equal opportunity employer as defined by the Federal, State and Local regulations.

HOLD HARMLESS AGREEMENT

Efraim Carlson & Son, Inc. (company name) agrees to indemnify, hold harmless and defend the Hoffman Estates Park District, its consultants for this Project, agents, servants and employees, _____ (Construction Company), Williams Architects, and its sub consultants, and each of them against and hold them harmless from any and all liability, loss, cost, damages and claims, cause of action, demands, rights, costs of loss of service expenses, compensation, and expense (including reasonable attorneys' fees and court costs) which the undersigned now has or which may hereafter accrue, directly or indirectly, for or on account of any and all known and unknown, foreseen and unforeseen, resulting from, arising out of, or incurred by reason of claims, actions, or suits based upon or alleging bodily injury, including death, or property damages arising out of, or resulting from the Contractor's operations under this Contract, whether such operations be by himself or by any subcontractor or by anyone directly or indirectly employed by either of them.

Signed this: 11th day of October, 2016.

By: [Signature]

Title: President

Address: 14052 Petronella Drive, Suite 105 Libertyville IL 60048

City

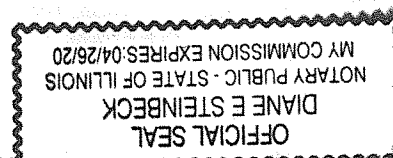
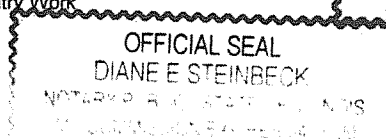
State

Zip

Subscribed and sworn before me
this 11th day of October, 2016

[Signature]
Notary Public

S/Gary/BID/NSide Renovation Carpentry Work
October 11, 2016 - Page8



SUBCONTRACTORS

The following list includes all Subcontractors who will perform work representing five percent (5%) or more of the total base bid. The Bidder represents that the Subcontractors are qualified to perform the work required.

Category	Subcontractor Name	Address
1.	Folding Partition - Modernfold Partitions	240 S. Westgate, Carol Stream, IL
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		
11.		
12.		
13.		
14.		
15.		

REFERENCES

Hoffman Estates IL 60169

References for:

1. Company Name: Edward Hines Lumber Company

Address: 14N915 Route 20

City-state: Hampshire, IL 60140

Phone Number: 847-683-3993

Contact Person: Tim Glenn

2. Company Name: Kendon Electric, Inc.

Address: 28835 N. Herky Drive, Unit 113

City/State: Lake Bluff, IL 60044

Phone Number: 847-918-0382

Contact Person: Ken Weirich

3. Company Name: Section 8 Doors & Hardware

Address: 4041 Albany St., Unit 5

City/State: McHenry, IL 60050

Phone Number: 815-385-5977

Contact Person: Tom Enyart

4. Company Name: Kraftex Floor Corp

Address: 801 Sivert Drive

City/State: Wood Dale, IL 60191

Phone Number: 630-350-7300

Contact Person: Chris Weaver

STATEMENT OF EXPERIENCE

The Bidder shall list all recent projects for which he provided services of a similar nature to the subject project.

	Project/Location	Contract Amount	Reference/Phone #
1.	Sullivan Community Center	\$ 310,800.00	W.B. Olson-847-498-3800
2.	Bensenville Community Library	\$ 539,666.55	David Sieffert - 630-766-4642
3.	Lake Region Medical	\$ 850,000.00	Hans Traut - 847-325-9631
4.	Truenorth Energy	\$1,516,000.00	Tom Gimmartino-216-338-8821
5.	Vernon Hills Police Dept.	\$539,754.55	Andy Jones - 847-742-7200
6.	Great Lakes Credit Union	Ongoing work	Paul Monahan -847-578-7351
7.			
8.			
9.			
10.			
11.			
12.			
13.			
14.			
15.			

HOFFMAN ESTATES PARK DISTRICT
Hoffman Estates, Illinois

Please list all of the equipment you will be using on this specific job.

1. Personal Protective Equipment
2. Ladders
3. Power tools as necessary
4. Garbage cans
5. Brooms
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.
- 12.
- 13.
- 14.
- 15.

SUSTAINABILITY STATEMENT

Introduction

The Hoffman Estates Park District is committed to green and sustainable practices and good environmental stewardship. Consequently, we are asking bidders to provide a Statement of Sustainability to ensure our bidders are also incorporating sustainability into their firm's practices.

Instructions

Provide a clear description of your firm's sustainable practices, policies or procedures to the below sections or attach a copy of your practice. These practices may include but are not limited to:

Waste Minimization within the office or facilities through recycling programs, double-sided copying, electronic internal communications, recycled content in materials, reusable cups, limited printing, electronic document management, green purchasing policies, green cleaning supplies or reduced packaging in materials procured or supplied. We have paper recycling bins throughout the

office. Our goal is to generate all documents and communications

electronically, unless otherwise required by project. Green cleaning supplies

and dishware (as opposed to disposables) are used in the lunchroom.

Energy Efficiency within office, facilities or firm through lighting retrofits, photo sensor switches for lighting, use of day lighting, Energy Star rated appliance or equipment, alternative fuel or efficient fleet, anti-idling policy, or indoor temperature management. The lighting in our office was entirely retrofitted to

use energy efficient LED lighting in 2014.

Water Efficiency in office, facilities or firm through faucet or fixture retrofits, switch individual bottled water to office water coolers or drinking fountains, drought tolerant landscaping. We use a water cooler that has been retrofitted with

a filter to eliminate bottles.

Staff are encouraged to be sustainable and supported by your firm through public transit benefits, bicycle accommodations, telecommuting options, support to attend green seminars, US Green Building Council LEED accredited or the creation of an internal green team. We promote public transportation as
available and ride sharing as well

Education of your staff about green practices, your business peers of your green accomplishments, your community of your sustainability, or any environmental awards your firm has achieved. EPA Lead Certified Paint removal

|

FAIR EMPLOYMENT PRACTICES AFFIDAVIT OF COMPLIANCE

I, David W Hillstrom (name of person making the affidavit),
being duly sworn, deposes and says that he is the President (title) of
Efraim Carlson & Son, Inc., and that he has authority to make the following affidavit; that he has
knowledge of the Hoffman Estates Park District ordinance relating to Fair Employment Practices, Equal Employment
Opportunity, Prevailing Wages, Sexual Harassment Requirements, and knows and understands the contents thereof; that he
certifies that Efraim Carlson & Son, Inc. (name of company) is an equal opportunity
employer as defined by the Federal, State and Local regulations.

HOLD HARMLESS AGREEMENT

Efraim Carlson & Son, Inc. (company name) agrees to indemnify, hold harmless and defend the
Hoffman Estates Park District, its consultants for this Project, agents, servants and employees, Efraim Carlson
& Son, Inc. (Construction Company), and its sub consultants, and each of them against and hold them
harmless from any and all liability, loss, cost, damages and claims, cause of action, demands, rights, costs of loss of service
expenses, compensation, and expense (including reasonable attorneys' fees and court costs) which the undersigned now
has or which may hereafter accrue, directly or indirectly, for or on account of any and all known and unknown, foreseen
and unforeseen, resulting from, arising out of, or incurred by reason of claims, actions, or suits based upon or alleging
bodily injury, including death, or property damages arising out of, or resulting from the Contractor's operations under this
Contract, whether such operations be by himself or by any subcontractor or by anyone directly or indirectly employed by
either of them.

Signed this: 11th day of October, 2016.

By: [Signature]

Title: President

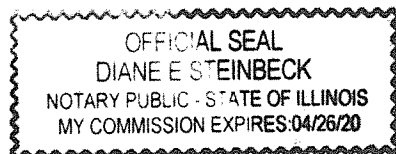
Address: 14052 Petronella Drive, Suite 105

City Libertyville State IL Zip 60048

Subscribed and sworn before me

this 11th day of October, 2016.

[Signature]
Notary Public



THE AMERICAN INSTITUTE OF ARCHITECTS

AIA Document A310 Bid Bond

KNOW ALL MEN BY THESE PRESENTS, THAT WE Efraim Carlson & Son, Inc.

14052 Petronella Drive, Suite 105 Libertyville, IL 60048

as Principal, hereinafter called the Principal, and Employers Mutual Casualty Company

P.O. Box 712 Des Moines, IA 50306-0712

a corporation duly organized under the laws of the State of IA

as Surety, hereinafter called the Surety, are held and firmly bound unto Hoffman Estates Park District

1685 W. Higgins Rd Hoffman Estates, IL 60169

as Oblige, hereinafter called the Oblige, in the sum of Ten Percent of Amount Bid

Dollars (\$ 10%),

for the payment of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for Hoffman Estates Park District Triphahn Center
Renovation/Carpentry Work

NOW, THEREFORE, if the Oblige shall accept the bid of the Principal and the Principal shall enter into a Contract with the Oblige in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Documents with good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and materials furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Oblige the difference not to exceed the penalty hereof between the amount specified in said bid and such larger amount for which the Oblige may in good faith contract with another party to perform the Work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect.

Signed and sealed this 11th day of October, 2016

Dean E. Steuber
(Witness)

Efraim Carlson & Son, Inc.

(Principal)

(Seal)

By: Debra W. [Signature]

PRESIDENT
(Title)

W. Bradd [Signature]
(Witness)



Employers Mutual Casualty Company

(Surety)

(Seal)

By: William P. Maher [Signature]

Attorney-in-Fact

William P. Maher

(Title)



P.O. Box 712 • Des Moines, Iowa 50306-0712

CERTIFICATE OF AUTHORITY INDIVIDUAL ATTORNEY-IN-FACT

KNOW ALL MEN BY THESE PRESENTS, that:

1. Employers Mutual Casualty Company, an Iowa Corporation
2. EMCASCO Insurance Company, an Iowa Corporation
3. Union Insurance Company of Providence, an Iowa Corporation
4. Illinois EMCASCO Insurance Company, an Iowa Corporation

5. Dakota Fire Insurance Company, a North Dakota Corporation
6. EMC Property & Casualty Company, an Iowa Corporation
7. Hamilton Mutual Insurance Company, an Iowa Corporation

hereinafter referred to severally as "Company" and collectively as "Companies", each does, by these presents, make, constitute and appoint:

William P. Maher

its true and lawful attorney-in-fact, with full power and authority conferred to sign, seal, and execute the following Surety Bond:

Surety Bond Number: Bid Bond
Principal : Efraim Carlson & Son, Inc.
Obligee : Hoffman Estates Park District

and to bind each Company thereby as fully and to the same extent as if such instruments were signed by the duly authorized officers of each such Company, and all of the acts of said attorney pursuant to the authority hereby given are hereby ratified and confirmed.

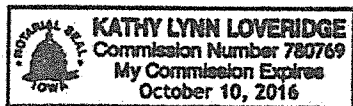
AUTHORITY FOR POWER OF ATTORNEY

This Power-of-Attorney is made and executed pursuant to and by the authority of the following resolution of the Boards of Directors of each of the Companies at the first regularly scheduled meeting of each company duly called and held in 1999:

RESOLVED: The President and Chief Executive Officer, any Vice President, the Treasurer and the Secretary of Employers Mutual Casualty Company shall have power and authority to (1) appoint attorneys-in-fact and authorize them to execute on behalf of each Company and attach the seal of the Company thereto, bonds and undertakings, recognizances, contracts of indemnity and other writings obligatory in the nature thereof; and (2) to remove any such attorney-in-fact at any time and revoke the power and authority given to him or her. Attorneys-in-fact shall have power and authority, subject to the terms and limitations of the power-of-attorney issued to them, to execute and deliver on behalf of the Company, and to attach the seal of the Company thereto, bonds and undertakings, recognizances, contracts of indemnity and other writings obligatory in the nature thereof, and any such instrument executed by any such attorney-in-fact shall be fully and in all respects binding upon the Company. Certification as to the validity of any power-of-attorney authorized herein made by an officer of Employers Mutual Casualty Company shall be fully and in all respects binding upon this Company. The facsimile or mechanically reproduced signature of such officer, whether made heretofore or hereafter, wherever appearing upon a certified copy of any power-of-attorney of the Company, shall be valid and binding upon the Company with the same force and effect as though manually affixed.

IN WITNESS THEREOF, the Companies have caused these presents to be signed for each by their officers as shown, and the Corporate seals to be hereto affixed this 13th day of January, 2014.

Seals



Bruce G. Kelley

Bruce G. Kelley, Chairman
of Companies 2, 3, 4, 5 & 6; President
of Company 1; Vice Chairman and
CEO of Company 7

Michael Freel

Michael Freel
Assistant Vice President/
Assistant Secretary

On this 13th day of January, 2014 before me a Notary Public in and for the State of Iowa, personally appeared Bruce G. Kelley and Michael Freel, who, being by me duly sworn, did say that they are, and are known to me to be the Chairman, President, Vice Chairman and CEO, and/or Assistant Vice President/Assistant Secretary, respectively, of each of the Companies above; that the seals affixed to this instrument are the seals of said corporations; that said instrument was signed and sealed on behalf of each of the Companies by authority of their respective Boards of Directors; and that the said Bruce G. Kelley and Michael Freel, as such officers, acknowledged the execution of said instrument to be their voluntary act and deed, and the voluntary act and deed of each of the Companies.

My Commission Expires October 10, 2016.

Kathy Lynn Loveridge
Notary Public in and for the State of Iowa

CERTIFICATE

I, James D. Clough, Vice President of the Companies, do hereby certify that the foregoing resolution of the Boards of Directors by each of the Companies, and this Power of Attorney issued pursuant thereto on 13th day of January, 2014, are true and correct and are still in full force and effect.

In Testimony Whereof I have subscribed my name and affixed the facsimile seal of each Company this 11th day of October, 2016.

J D Clough
Vice President

"For verification of the authenticity of the Power of Attorney you may call (515) 345-2689."