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BYLAWS
OF
INTERNATIONAL HUBBARD ECCLESIASTIC LEAGUE OF PASTORS
(A Nonprofit Religious Corporation formed and operated
pursuant to the laws of the State of California)

PREAMBLE

INTERNATIONAL HUBBARD ECCLESIASTIC LEAGUE OF PASTORS
(hereinafter sometimes referred to as the "Corporation"),
having incorporated primarily for religious purposes under the
Nonprofit Religious Corporation Law of the State of
California, does by these Bylaws prescribe the manner in
which such purposes shall be accomplished.

ARTICLE II

Ecclesiastical Authority

The Corporation shall accomplish its purposes through
and by means of the operations and activities of a religious
association. This association is one of the many associations
and churches within and without the United States which have
been and will be organized for the purposes of the religion
of Scientology, all bound together as elements of one inter-
national and hierarchical church by voluntary and self
determined agreement upon and adherence to the following:

1. The goals, tenets, doctrines, codes, Creed,
policies and practices set forth in the Scriptures (as
hereinafter defined); and
2. Recognition of the ecclesiastical authority
of the hierarchy of the Mother Church; and

3. Governance in ecclesiastical matters by said hierarchy.

The Trustees, Directors, Officers and agents of the Corporation shall be bound by and shall observe the foregoing to the end that the operations and activities of this Corporation shall support and maintain the association as an association in good standing with the Mother Church; subject, however, at all times and in every respect to the paramount requirement of observance of and compliance with all applicable laws, and the provisions of the Articles and these Bylaws.

ARTICLE I

Definition of Terms

As used in these Bylaws:

1.1 "Articles" shall mean the Articles of Incorporation of this Corporation filed on November 24, 1982, as amended from time to time.

1.2 "Bylaws" shall mean the code of rules prescribed herein which are to be used, adopted and recognized for the regulation and management of the affairs of the Corporation.

1.3 "Religion of Scientology" and "Scientology" shall mean the religious doctrines, beliefs, tenets, practices, applied religious philosophy and technology as developed by L. Ron Hubbard and as the same may hereafter be developed by L. Ron Hubbard.

1.4 "Scriptures" shall mean the writings and recorded spoken words of L. Ron Hubbard with respect to Scientology and organizations formed in furtherance of the purposes thereof.

1.5 "Mother Church" and "hierarchy of the Mother Church" shall mean the ecclesiastical hierarchy presently organized and operating under the aegis of the Church of Scientology International, a nonprofit religious corporation, and its respective successors in ecclesiastical authority, and shall not mean or be construed to mean or refer to mean said nonprofit religious corporation.

1.6 "Auditor" shall mean a trained Scientology minister or minister-in-training who delivers Scientology auditing.

1.7 "Notice" shall mean written notice actually received by the prescribed recipient not less than three (3) days prior to the event of which notice is given, or written notice mailed to the prescribed recipient of the notice, by first class mail, not less than five (5) days prior to the event of which notice is given.

1.8 "Mailed" shall mean deposited in the United States mail, first class, certified or registered, return receipt requested, postage prepaid, addressed according to the records of the corporation.

1.9 Unless the context in which they are used clearly requires otherwise, terms denoting number shall include both the singular and the plural, and terms denoting gender shall include the masculine, the feminine, and the neuter.

ARTICLE III

Purposes

This Corporation is organized under the Nonprofit Religious Corporation law primarily for religious purposes. Its purpose is to ensure that Scientology ministers and ministers-in-training flourish and prosper in accordance with the Scriptures,

and that auditors, particularly those engaged in field auditing, maintain the high ethical and technical standards expected of Scientology ministers.

The corporation shall espouse, present, propagate, practice, ensure and maintain the purity and integrity of, the religion of Scientology, as the same has been developed and may be further developed by L. Ron Hubbard to the end that any person desiring participation, or participating, in Scientology may derive the greatest possible good of increased awareness as an immortal spirit.

It is our belief that Scientology is the organization of the fundamentals of existence into axioms and workable technologies in the tradition of the exact sciences for resolving problems of life and thought and for the freedom of the human spirit. That he who asks a question is closest to the answer, that every question contains its own answer, and further that every problem contains its own solution, and that the technologies of Scientology are of such a nature that a person with a question or a problem may be spiritually assisted or guided to the end that the person is able to answer his own questions and resolve his own problems. Scientology Technology is a body of truths and methods of application, developed by L. Ron Hubbard from his observations and research, which when correctly applied can reveal the soul of man, extend his knowledge of the Infinite Being to him, and make known what is knowable about God.

Believing that man's best evidence of God is the God he finds within himself, and trusting with enduring faith

that the Author of the Universe intended life to thrive within it, the Corporation is founded with the following general goals:

a. Establishment of a religious body and entity to promote, protect, administer and encourage the religion of Scientology and its goals;

b. Publication and distribution of religious literature and other sectarian aids in order to propagate and disseminate Scientology;

c. Minister to the spiritual needs of the parishioners and congregants of the churches of Scientology throughout the planet by the conduct of services, both group and individual; and

d. Maintain the purity of the technology and the highest level of ethics for those delivering such technology.

ARTICLE IV

Creed

The Corporation subscribes to, and its object is and purposes are that all of mankind may subscribe to and practice, the following Scientology Creed:

WE OF THE CHURCH OF SCIENTOLOGY BELIEVE:

That all men of whatever race, color or creed were created with equal rights.

That all men have inalienable rights to their own religious practices and their performance.

That all men have inalienable rights to their own lives.

That all men have inalienable rights to their sanity.

That all men have inalienable rights to their own defense.

That all men have inalienable rights to conceive, choose, assist and support their own organizations, churches and governments.

That all men have inalienable rights to think freely, to talk freely, to write freely their own opinions and to counter or utter or write upon the opinions of others.

That all men have inalienable rights to the creation of their own kind.

That the souls of men have the rights of men.

That the study of the mind and the healing of mentally caused ills should not be alienated from religion or condoned in nonreligious fields.

And that no agency less than God has the power to suspend or set aside these rights, overtly or covertly.

AND WE OF THE CHURCH OF SCIENTOLOGY BELIEVE:

That man is basically good.

That he is seeking to survive.

That his survival depends upon himself and upon his fellows, and his attainment of brotherhood with the Universe.

AND WE OF THE CHURCH OF SCIENTOLOGY BELIEVE THAT THE LAWS OF GOD FORBID MAN:

To destroy his own kind.

To destroy the sanity of another.

To destroy or enslave another's soul.

To destroy or reduce the survival of one's companions or one's group.

AND WE OF THE CHURCH OF SCIENTOLOGY BELIEVE:

That the spirit can be saved and

That the spirit alone may save or heal the body.

ARTICLE V

Membership

The Corporation shall have no members.

ARTICLE VI

Trustees

Section 6.1. Purpose. The primary purpose of the Board of Trustees shall be to elect Directors of the Corporation. In furtherance of this purpose the Trustees may remove a Director who fails to meet the qualifications of a Director or who conducts himself in a manner which is contrary to the purposes of the Corporation.

Section 6.2 Number of Trustees. The authorized number of Trustees shall be three (3) until changed by an amendment to this Section 6.2 duly adopted by the unanimous vote of the Trustees.

Section 6.3 Qualifications. To serve as a Trustee of the Corporation, whether as an initial Trustee or as a successor Trustee, and to continue to serve as a Trustee of the Corporation, a Trustee shall be a person who has attained the age of majority and is and remains:

- (1) Well-versed in the Scriptures;
- (2) Well-versed in the Scientology Ethics and Justice System;
- (3) A proven Scientology executive, as evidenced by statistics; and
- (4) A duly ordained minister of Scientology in good standing with the Mother Church pursuant to the principles set forth in the Scriptures.

Section 6.4 Election. The initial Trustees of the Corporation shall be elected at the meeting of the Board of Directors ratifying these Bylaws. The Trustees shall have lifetime tenure, subject, however, to termination as provided in Section 6.7.

Section 6.5 Vacancies. A vacancy in the Board of Trustees shall be deemed to exist in case of the death, resignation or termination of any Trustee as provided in Section 6.7. Vacancies in the Board of Trustees may be filled by a majority of the remaining Trustees, though less than a quorum, or by a sole remaining Trustee. If the Board of Trustees is unable to fill vacancies for any reason, then the Board of Directors shall appoint individuals to fill all existing vacancies on the Board of Trustees.

Section 6.6 Voting and Other Rights. Each Trustee shall be entitled to one vote. Each Trustee shall have access at all times to the books and records of the Corporation.

Section 6.7 Termination as Trustee.

6.7.1 A person's post as Trustee shall terminate (i) upon his death, (ii) upon receipt by at least one other Trustee or the Board of Directors of a written notice of his resignation, or (iii) upon a unanimous determination by the other Trustees pursuant to the Scientology Ethics and Justice System that a Trustee has acted in a manner deemed contrary to the goals, aims and purposes of the Corporation.

6.7.2 A person's post as Trustee shall automatically terminate if at any time he fails to meet the qualifications stated in Section 6.3 of these Bylaws.

Section 6.8 Meetings of Trustees.

6.8.1 Annual Meeting. A meeting of the Trustees shall be held on the 15th day of January of each year at 8:00 p.m. at the principal office of the Corporation. No notice of the annual meeting need be given if it is held at such time and at such place. The time and place of the annual meeting may be changed by vote of a majority of the Trustees, and notice of any such change shall be given to each Trustee.

6.8.2 Agenda at Annual Meeting. At the annual meeting of Trustees, consideration shall be given only to the following matters:

- i. Election or removal of Directors.
- ii. Election or removal of Trustees.

6.8.3 Call of Special Meetings. A special meeting of the Trustees may be called by any Trustee.

6.8.4 Notice of Meetings. Notice of the annual meeting, when required, or any special meeting of the Trustees, shall be given to each Trustee in writing. A notice of meeting need not specify the purpose of the meeting.

6.8.5 Waiver of Notice. The transactions at any meeting of the Trustees, however called, however noticed, and wherever held, are as valid as though taken at a meeting duly held after regular call and notice if a quorum is present, and if, either before or after the meeting, each of the Trustees not present signs a written waiver of notice and consent to the holding of such meeting. A Trustee shall be deemed to have waived notice and consented to the holding of a meeting, if he votes to approve the minutes thereof. All written waivers and consents shall be filed with the minutes of meetings of the Trustees. Notice of a meeting shall also be deemed given to any Trustee who attends a meeting without protesting, before or at its commencement, the lack of proper notice to him.

6.8.6 Quorum. A quorum for any meeting of the Trustees shall be a majority of the total authorized number of Trustees.

6.8.7 Adjournment. A majority of the Trustees present, whether or not a quorum is present, may adjourn any meeting of the Trustees to another time and place. Notice of the time and place of holding an adjourned meeting need not be given to absent Trustees if the time and place is fixed at the meeting adjourned.

6.8.8 Use of Conference Telephones. The Trustees may meet through the use of conference telephone facilities or similar communications equipment, so long as all Trustees participating in the meeting can hear and address one another.

6.8.9 Action Without a Meeting. Any action required or permitted to be taken by the Trustees may be taken without a meeting if all Directors consent in writing to that action. Such action by written consent shall have the same force and total effect as a unanimous vote of the Directors.

6.8.10 Minutes and Consents. The Trustees shall cause records of actions taken at their meetings or by written consent to be kept with other records of the Trustees in a secure pla

ARTICLE VII

Board of Directors

Section 7.1 Function and Authority of the Board.

7.1.1 Generally. The activities and affairs of the Corporation shall be managed and conducted, and all corporate powers shall be exercised, by or under the direc-

tion of the Board of Directors. The Directors in general shall have all applicable powers conferred, permitted, or authorized by law as directors of a nonprofit religious corporation, including the power to purchase, lease, encumber by mortgage or deed of trust, sell, pledge and convey property of the Corporation, and to borrow funds for the use and benefit of the Corporation. Each Director shall have access at all times to the books and records of the Corporation.

7.1.2 Particular Functions. More particularly, and without limiting its power and authority in general, the Board of Directors may, in its sole discretion:

(1) Borrow money and incur indebtedness on behalf of the Corporation, and cause to be executed and delivered on behalf of the Corporation, in the corporate name, promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, hypothecations, or other evidences of debt and securities;

(2) Make and perform such contracts as are necessary or convenient to attain or further the purposes and objects of the Corporation, as set forth in the Articles and in these Bylaws;

(3) Delegate to the Corporation's officers, or to their agents, regular and special duties of the Board of Directors, the delegation of which is permitted by law and consistent with the Articles;

(4) Publish and disseminate books, periodicals, pamphlets, tracts, sermons, films, tapes and pictures in furtherance of the purposes of the Corporation; and

(5) Change the principal office of the Corporation from one location to another, and establish and locate subsidiary offices of the Corporation.

7.1.3 Special Duty of the Board. It shall be a special duty of the Board of Directors to assure:

(1) That no part of the net income or assets of the Corporation inures to the benefit of any person;

(2) That no substantial part of the activities of the Corporation are devoted to attempts to influence legislation, by propaganda or otherwise;

(3) That the Corporation and its agents refrain from participation or intervention in any political campaign on behalf of or in opposition to any candidate for public office or for or against any cause or measure being submitted to the people for a vote;

(4) That the property, assets and net income of the Corporation remain irrevocably dedicated to religious purposes; and

(5) That, upon the dissolution and winding up of the Corporation, its assets remaining after

payment of, or provisions are made for payment, of all debts and liabilities of the Corporation are distributed to one or more non-profit funds, foundations, trusts, or corporations which are organized and operated primarily for religious purposes, and which are exempt from general income taxation as organizations described in Section 501(c)(3) of the Internal Revenue Code of 1954, as amended, or successor statutes of similar import.

Section 7.2 Election, Tenure and Compensation.

7.2.1 Election and Tenure. The initial Directors of the Corporation shall be selected by its incorporator. Thereafter, Directors shall be elected by majority vote of the Trustees of the Corporation. The Trustees shall elect one of the Directors as Chairman of the Board. Trustees may not cumulate votes in electing Directors. Regular elections of Directors shall be held at the annual meeting of the Trustees. Special elections may be held as necessary to fill vacancies on the Board of Directors. Directors may be, but need not be, elected from among the Trustees. Directors shall hold office until the next annual meeting of the Board of Trustees, and until a successor has been elected and qualified. Directors may be re-elected.

7.2.2 No Compensation. Directors shall receive no compensation for their services as Directors, but shall

be entitled to reimbursement for expenses incurred on behalf of the Corporation, whether or not such expenses are incurred in their capacities as Directors.

7.2.3 Removal of Directors. Upon an affirmative vote of a majority of the Trustees, a Director may be removed, on the following grounds:

i. Failure to continue to meet the qualifications set forth in Section 6.4 of these Bylaws; or

ii. Failure to exercise the duties of a Director in pursuance of the goals, aims and purposes of the Corporation.

7.2.4 Vacancies. A vacancy or vacancies in the Board of Directors shall be deemed to exist upon (i) the death, resignation, or removal of any Director or (ii) an increase in the authorized number of Directors.

7.2.5 Resignations. Except as provided in this paragraph, any Director may resign, which resignation shall be effective on giving written notice to the President, the Secretary, or the Board of Directors, unless the notice specifies a later time for the resignation to become effective. If the resignation of a Director is effective at a future time, the Trustees may elect a successor to take office when the resignation becomes effective. No Director

may resign when the Corporation would then be left without a duly elected Director or Directors in charge of its affairs.

Section 7.3 Number of Directors. The authorized number of Directors shall be three (3) until changed by an amendment to this Section 7.3 duly adopted by a unanimous vote of the Trustees.

Section 7.4 Qualifications. To serve as a Director and to continue to serve as a Director, a Director shall be a person who has attained the age of majority and is and remains:

- (1) Well-versed in the Scriptures;
- (2) Well-versed in the Scientology Ethics and Justice System;
- (3) A proven Scientology executive, or a proven auditor, or case supervisor, as evidenced by statistics; and
- (4) A duly ordained minister of Scientology in good standing with the Mother Church pursuant to the principles set forth in the Scriptures.

Section 7.5 Meetings of Directors.

7.5.1 Call of Meetings. Meetings of the Board of Directors may be called by the President of the Corporation or by any two Directors.

7.5.2 Notice of Meetings. Notice of all special meetings of the Board of Directors, or of an annual

or regular meeting to be held at a time or place other than a time or place fixed by resolution of the Board of Directors, shall be given to each Director in writing.

7.5.3 Waiver of Notice. The transactions at any meeting of the Board, however called, however noticed, and wherever held, are as valid as though taken at a meeting duly held after regular call and notice if a quorum is present, and if, either before or after the meeting, each of the Directors not present signs a written waiver of notice and consent to the holding of such meeting. A Director shall be deemed to have waived notice and consented to the holding of a meeting, if he votes to approve the minutes thereof. All written waivers or consents shall be filed with the minutes of meetings of the Board of Directors. Notice of a meeting shall also be deemed given to any Director who attends a meeting without protesting, before or at its commencement, the lack of proper notice to him.

7.5.4 Quorum. A majority of the authorized number of Directors shall constitute a quorum of the Board of Directors for transaction of business permitted with less than unanimous consent of all Directors.

7.5.5 Adjournment. A majority of the Directors present, whether or not a quorum is present, may adjourn any meeting of Directors to another time and place. Notice of the time and place of holding an adjourned meeting need

not be given to absent Directors if the time and place is fixed at the meeting adjourned.

7.5.6 Annual, Regular and Special Meetings.

Meetings of the Board of Directors shall be held at least annually. Meetings designated as annual meetings shall be held on the 1st day of December each year. Meetings other than annual meetings shall be called regular meetings or special meetings. The time and place of annual meetings may be changed by an amendment to this Section 7.5.6 duly adopted by the unanimous vote of the Board of Directors.

7.5.7 Use of Conference Telephones.

The Board of Directors may meet through the use of conference telephone facilities or similar communications equipment, so long as all Directors participating in the meeting can hear and address one another. All such participants shall be deemed to be present in person at any such meeting.

7.5.8 Action Without a Meeting.

Any action required or permitted to be taken by the Board of Directors may be taken without a meeting if all Directors consent in writing to that action. Such action by written consent shall have the same force and effect as a unanimous vote of the Directors.

7.5.9 Minutes and Consents.

The Directors shall cause records of actions taken at their meetings or

by written consent to be kept with other records of the Board of Directors in a secure place.

ARTICLE VIII

Officers of the Corporation

Section 8.1 Required Officers. Officers of the Corporation as distinguished from ecclesiastical posts shall be elected by a majority vote of the Board of Directors at its annual meeting, and shall include a President, a Secretary, and a Treasurer, each of whom shall serve at the pleasure of the Board. An officer may be a person who is also a Director. The Board of Directors may elect the same person to the offices of Secretary and Treasurer. Neither the Secretary nor the Treasurer shall concurrently serve as President of the Corporation.

Section 7.2 Optional Officers. The Board of Directors may elect one or more Vice-Presidents, and one or more Assistant Secretaries and Assistant Treasurers and such other subordinate officers as the Board of Directors shall from time to time deem appropriate.

Section 7.3 Duties of the Officers.

7.3.1 The President shall have general supervisory responsibility for the business and affairs of the Corporation. In addition, he shall perform all other acts and duties which the Board of Directors or these Bylaws shall direct. The President shall be the Chief Executive

Officer of the Corporation to whom other officers and their agents shall report and shall be responsible for the proper performance of their duties.

8.3.2 The Vice-President, if any, shall carry out such duties on behalf of the Corporation as may be assigned to him by the Board of Directors or by the President. In the absence or disability of the President, the duties of the President shall be discharged by the Vice-President.

8.3.3 The Treasurer shall be the chief financial officer of the Corporation and shall have custody of its corporate funds, books and financial records. The Treasurer shall have authority to receive and accept money, collect debts, open bank accounts, and make disbursements in the name of the Corporation. The Treasurer shall keep or cause to be kept books of account reflecting all business done by the Corporation and of all monies received and disbursed, and shall prepare or cause to be prepared financial statements at the request of the President or the Board of Directors. The Treasurer shall deposit all money and valuables in the name and to the credit of the Corporation, with such depositories as may be designated by the Board of Directors. The Treasurer shall disburse funds of the Corporation in accordance with the policies of the President and the Board of Directors. The Treasurer shall, whenever requested to do

so by the President or Board of Directors, account for all transactions engaged in or authorized by him as Treasurer. The Treasurer shall perform such other duties as may be prescribed by the Board of Directors, these Bylaws, the Articles or by law.

8.3.4 The Assistant Treasurer, if any, shall carry out such duties on behalf of the corporation as may be assigned or delegated to him by the Board of Directors, by the President, or by the Treasurer. In the absence or disability of the Treasurer, the Assistant Treasurer shall discharge the duties of the Treasurer.

8.3.5 The Secretary shall keep or cause to be kept records of all actions taken at meetings of the Trustees and by consent and at meetings of the Board of Directors, and of the meetings of any committee for which the Board requires that minutes be kept. The Secretary shall see that all notices are duly given in accordance with the provisions of these Bylaws or as required by law. The Secretary shall keep or cause to be kept, at the principal office of the Corporation, a copy of these Bylaws. The Secretary shall keep the seal of the Corporation and shall attest all certificates or other legal documents requiring certification on behalf of the Corporation. The Secretary shall perform any and all duties incident to the office

of Secretary and such other duties as may be prescribed by the Board of Directors, the Articles of Incorporation, these Bylaws, or by law.

8.3.6 The Assistant Secretary, if any, shall carry out such duties on behalf of the Corporation as may be assigned or delegated to him by the Board of Directors, by the President, or by the Secretary. In the absence or disability of the Secretary, the Assistant Secretary shall discharge the duties of the Secretary.

Section 8.4 Removal of Officers. Subject to the rights, if any, of an officer under any contract of employment, any officer may be removed, with or without cause, by the Board of Directors, at any regular or special meeting of the Board.

Section 8.5 Resignation of Officers. Any officer may resign at any time by giving written notice to the Corporation. Any resignation shall take effect on the date of the receipt of that notice or at any later time specified in that notice; and, unless otherwise specified in that notice, the acceptance of the resignation shall not be necessary to make it effective. Any resignation is without prejudice to the rights, if any, of the Corporation under any contract to which the officer is a party.

Section 8.6 Vacancies in Offices. A vacancy in any office because of death, resignation, removal, disquali-

fication, or any other cause may be filled at any meeting of the Board of Directors.

Section 8.7 Execution of Contracts. Contracts, instruments of conveyance or encumbrance, or other obligations of the Corporation shall be executed and delivered on behalf of the Corporation by any two (2) officers of the Corporation unless the Board of Directors provides otherwise by resolution.

ARTICLE IX

Liability of Trustees, Directors and Officers

Trustees, Directors, officers and other agents of the Corporation, and the property of such persons, shall not be subject to or chargeable with payment of Corporation debts or obligations. To the fullest extent permitted by the Nonprofit Religious Corporation Law, and in particular Section 9246 thereof (including future amendments thereto), the Board of Trustees shall have authority to indemnify Trustees, Directors, officers or other agents of the Corporation for expenses reasonably incurred by such persons as the result of their being made parties to "proceedings", as that term is defined in Section 9246. However, the Corporation shall have no authority to make any payment, including one to indemnify a Trustee, Director, officer, or agent of the Corporation, the making of which would constitute an inurement to any person of assets or net

income of the Corporation. Rights of indemnification created herein in favor of Trustees, Directors, officers, or other agents of the Corporation shall not be exclusive of other rights or remedies to which such persons may be entitled as a matter of law.

ARTICLE X

Principal Office

The principal office of the Corporation shall be located at such place, within or without the State of California, as a majority of the Board of Directors may, in its discretion, determine from time to time.

ARTICLE XI

Seal

The Corporation shall have a seal, the form of which shall be determined and adopted by the Board of Directors.

ARTICLE XII

Amendments

Unless otherwise provided in these Bylaws, these Bylaws may be amended or repealed and new Bylaws adopted by unanimous vote of the Trustees; provided that amended Bylaws or new Bylaws do not jeopardize the tax-exempt status of this Corporation, do not alter the purposes of this Corporation or the qualifications required of its Trustees and Directors, and do not contravene the Scriptures.

CERTIFICATION

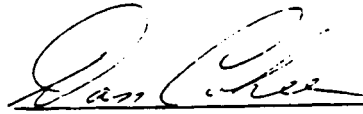
We, the undersigned, do hereby certify:

1. That we are the Directors of INTERNATIONAL HUBBARD ECCLESIASTIC LEAGUE OF PASTORS, a nonprofit religious corporation incorporated under the laws of the State of California (the "Corporation"); and

2. That the foregoing Bylaws, consisting of 22 pages, constitute the Bylaws of the Corporation, as duly adopted by the Incorporator of the Corporation on the 15 day of December, 1982.

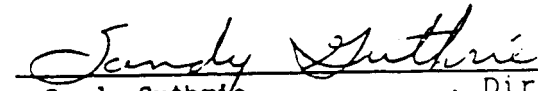
3. That the foregoing Bylaws have not been modified and are in full force and effect as of the date of our execution of this Certificate.

DATED: 15 DEC 82



Dan Cohee, Director

DATED: 15 Dec 82



Sandy Guthrie, Director

DATED: 15 Dec 82



Tom Whittle, Director