

**DURABLE POWER OF ATTORNEY FOR
FINANCIAL MANAGEMENT**

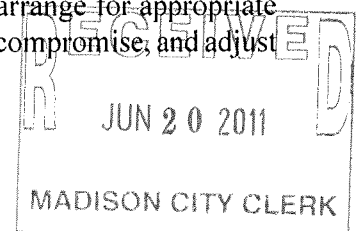
I, LUCILLE A. LAUGHLIN, 5781 Chapel Valley Road, Apt. 101, Fitchburg, WI 53711, Madison, Dane County, Wisconsin, hereby appoint my daughter, CAROL L. JARBOE, as my agent. In the event she is unable or unwilling to act pursuant to this instrument for any reason, I hereby appoint my daughter, JUDITH A. SCHROEDER, as my true and lawful agent to act hereunder, with full power and authority as if she had been first duly appointed above

My agent may perform for me and in my name and on my behalf any act in the management, supervision, and care of my estate and affairs that I personally have authority to perform. My agent may exercise for me and in my name and on my behalf the powers enumerated below, which are intended to illustrate, and not to limit, the scope of this power.

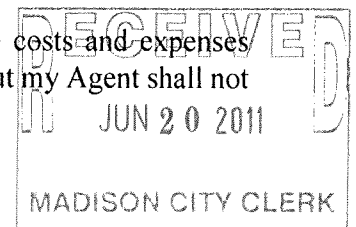
I hereby revoke all prior Durable Powers of Attorney for Financial Management.

GENERAL STATEMENT OF AUTHORITY GRANTED

1. **EFFECTIVE DATE** - This instrument shall become effective upon signing.
2. **SUPPORT** - My agent shall have the power to use assets in my estate for my comfort, health, support, and maintenance, in accordance with my customary standard of living, taking into account other resources available for this purpose.
3. **SECURITIES** - My agent may buy, sell, pledge, exchange, assign, option, or otherwise transfer any securities of any kind; deal with any broker, banker, or other agent; receive all dividends and interest payments now or hereafter due or payable to me from any security or other indebtedness or investment; vote stock and otherwise represent me at all meetings of shareholders or companies or corporations in which I have an interest; sign proxies or other instruments; tender my resignation as director or officer; and subscribe to shares of stock.
4. **BANK ACCOUNTS** - My agent may open, continue, maintain, change, or close any account, including without limitation any checking or savings account, certificate of deposit, share account, and other like arrangement with any bank, trust company, savings bank, building and loan association, savings and loan association, credit union, or other financial institution; make deposits and withdrawals by check, draft, or otherwise; and endorse checks, notes, and drafts for deposit, collection, or otherwise.
5. **OTHER PERSONAL PROPERTY AND REAL ESTATE** - My agent may sell, exchange, option, and convey my real and personal property, wherever located; execute and deliver deeds of general warranty, with the customary covenants for such property; manage and control my real and personal property, wherever located; negotiate, execute, and deliver any leases of my property; demand and collect rents; buy every kind of property, real or personal; arrange for appropriate disposition, use, insurance, and safekeeping of all my property; and settle, compromise, and adjust insurance claims.



6. **COLLECTION AND LITIGATION** - My agent may demand and collect all property, real or personal, now or hereafter due, payable, or belonging to me; contest, compromise, settle, or abandon claims in my favor or against me; give receipts, releases, and discharges; commence, pursue, or oppose any action, suit, or legal proceeding relating to any matter in which I am or may hereafter be interested; and compromise, settle, or submit to judgment any such action or proceeding.
7. **TAXES** - My agent may represent me before any office of the Internal Revenue Service or the Treasury Department of the United States and before the tax department of any state, county, or municipality with regard to any tax and/or tax return with which I am concerned. My agent may perform, without limitation, all acts that I can perform with respect to any tax matters. My agent may prepare, sign, and file any tax return; receive all notices and other communications; negotiate and make compromises; file claims; receive, endorse, and collect checks; receive and examine confidential information; and make appeals, file protests, and execute waivers and closing agreements.
8. **DISCLAIMER** - My agent may renounce and disclaim any interest otherwise passing to me by testate or intestate succession or by inter vivos transfer.
9. **POWER OF SUBSTITUTION** - If I have not designated an alternate Agent who is willing or able to serve, to designate another person as my Agent with all of the powers to act as though originally appointed under this instrument. The selection of such person shall be in the sole discretion of my Agent, and the Agent's decision hereunder shall be binding on all interested persons.
10. **FUNERAL ARRANGEMENTS** - After consultation with members of my family, to make arrangements for my funeral and burial and/or cremation, including the purchase of a burial plot and marker, and such other related arrangements as my Agent shall deem appropriate if I myself have not done so previously.
11. **SAFE DEPOSIT BOX** - My agent shall have access to any safe deposit box of mine, wherever located, and may remove the contents and surrender the box on my behalf. Any institution in which a safe deposit box of mine is located is not liable to me or my heirs or estate for permitting my agent to exercise this power.
12. **EMPLOYMENT OF AGENTS** - My agent may employ and dismiss agents, attorneys, investment advisors, accountants, and other persons and terminate any agency that I may have created at any time.
13. **SOCIAL SECURITY** - My agent may represent and act for me before the Social Security Administration of the United States, and any similar agency of a state or local government; collect all Social Security benefits due me; and make such arrangements in connection with Social Security benefits including without limitation Medicaid and Medicare as will facilitate their application to my care and support.
14. **COMPENSATION** - My Agent shall be reimbursed for all reasonable costs and expenses incurred and paid by my Agent on my behalf pursuant to this instrument, but my Agent shall not be entitled to compensation for services rendered under this instrument.



- 15. **LIMITATIONS** - My agent shall not exercise this power in favor of my agent, my agent's estate, my agent's creditors, or the creditors of my agent's estate. My agent shall have no power to change any beneficiary designation including but not limited to any beneficiary designation for any life insurance policy, qualified plan, or IRA, and my agent shall have no power to amend, alter, or revoke any trust of which I am a grantor.
- 16. **NOMINATION OF GUARDIAN** - In the event at any time I am in need of a guardian, I nominate my agent to serve as my guardian.
- 17. **PHOTOCOPIES** - Photocopies of this power of attorney shall have the same effect as an original.
- 18. **REVOCAION OF POWER OF ATTORNEY** - I may revoke this Durable Power of Attorney by a writing signed and dated by me.
- 19. **RELEASE OF THIRD PARTIES** - In the absence of actual notice that I have revoked this instrument, no person, organization, corporation, or other entity who deals with my Agent shall incur any liability to me, my estate, my heirs, or my assigns for permitting or facilitating my Agent in the exercise of the authority granted under this instrument, and I hereby release all such persons, organizations, corporations or other entities from any liability arising from their reliance on this instrument.
- 20. **SEVERABILITY** - The invalidity of a provision of this power of attorney shall not affect another provision.

This is a durable power of attorney and shall not be affected by my subsequent disability, incapacity, or incompetency.

Dated: June 1, 2011.

Lucille A. Laughlin
Lucille A. Laughlin

STATE OF WISCONSIN)
) ss
DANE COUNTY)

Personally came before me, on June 1, 2011, the above-named LUCILLE A. LAUGHLIN, to me known to be the person who executed the foregoing instrument and acknowledged the same.

Marilyn A. Dreger
Marilyn A. Dreger
Notary Public, State of Wisconsin
My Commission is permanent.

This instrument drafted by
Attorney Marilyn A. Dreger
200 West Verona Avenue
Verona, WI 53593

