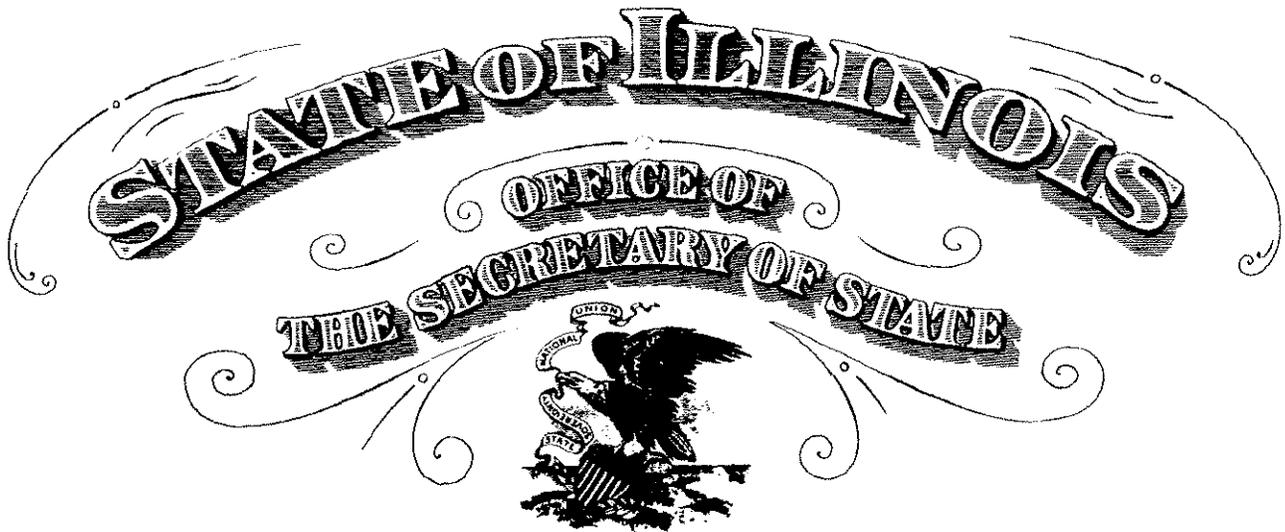


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To all to whom these Presents Shall Come, Greeting:

I, Jesse White, Secretary of State of the State of Illinois, do hereby certify that

STEP RESOURCES CONSULTING, LLC, AN OHIO LIMITED LIABILITY COMPANY HAVING OBTAINED ADMISSION TO TRANSACT BUSINESS IN ILLINOIS ON DECEMBER 12, 2014, APPEARS TO HAVE COMPLIED WITH ALL PROVISIONS OF THE LIMITED LIABILITY COMPANY ACT OF THIS STATE, AND AS OF THIS DATE IS IN GOOD STANDING AS A FOREIGN LIMITED LIABILITY COMPANY ADMITTED TO TRANSACT BUSINESS IN THE STATE OF ILLINOIS.



In Testimony Whereof, *I hereto set my hand and cause to be affixed the Great Seal of the State of Illinois, this 15TH day of DECEMBER A.D. 2014 .*

Jesse White

Authentication #: 1434902306

Authenticate at: <http://www.cyberdriveillinois.com>

SECRETARY OF STATE

License or Permit Bond

License or Permit Bond No. 404012767

STEP Resources

KNOW ALL MEN BY THESE PRESENTS, That we STEP Resources Consulting, LLC. as Principal, and The Ohio Casualty Insurance Company, a New Hampshire Corporation, and authorized to do business in Illinois, as Surety, are held and firmly bound unto THE PEOPLE OF THE STATE OF ILLINOIS as Obligee, in the sum of FIVE THOUSAND AND NO/100 Dollars (\$5,000.00), for which sum, we bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, by these presents.

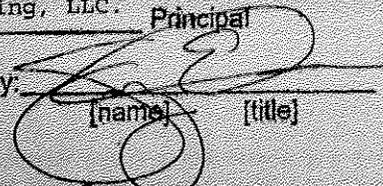
THE CONDITIONS OF THIS OBLIGATION ARE SUCH, That WHEREAS, the Principal has been or is about to be granted a license or permit to do business to operate as an ABC (Agent, Broker, or Consultant) under 220 ILCS 5/16-115C and is required to execute this bond under 83 Illinois Administrative Code Part 454.80 by the Obligee.

NOW, Therefore, if the Principal fully and faithfully perform all duties and obligations of the Principal as an ABC, then this obligation to be void; otherwise to remain in full force and effect.

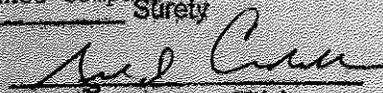
This bond may be terminated as to future acts of the Principal upon thirty (30) days written notice by the Surety; said notice to be sent to 527 East Capitol Avenue, Springfield, Illinois 62701, of the aforesaid State of Illinois, by certified mail.

Dated this 18th day of December, 2014

STEP Resources Consulting, LLC. Principal

by: 
[name] [title]

The Ohio Casualty Insurance Company Surety

by: 
[name] [title]
Gerald S. Crandall Attorney-In-Fact

THIS POWER OF ATTORNEY IS NOT VALID UNLESS IT IS PRINTED ON RED BACKGROUND.

This Power of Attorney limits the acts of those named herein, and they have no authority to bind the Company except in the manner and to the extent herein stated.

Certificate No. 5701694

American Fire and Casualty Company
The Ohio Casualty Insurance Company

Liberty Mutual Insurance Company
West American Insurance Company

POWER OF ATTORNEY

KNOWN ALL PERSONS BY THESE PRESENTS: That American Fire & Casualty Company and The Ohio Casualty Insurance Company are corporations duly organized under the laws of the State of New Hampshire, that Liberty Mutual Insurance Company is a corporation duly organized under the laws of the State of Massachusetts, and West American Insurance Company is a corporation duly organized under the laws of the State of Indiana (herein collectively called the "Companies"), pursuant to and by authority herein set forth, does hereby name, constitute and appoint, Gerald A. Crandall, David A. Crandall, Gerald S. Crandall, Jon J. Crandall

all of the city of TINLEY PARK, state of IL, each individually if there be more than one named, its true and lawful attorney-in-fact to make, execute, seal, acknowledge and deliver, for and on its behalf as surety and as its act and deed, any and all undertakings, bonds, recognizances and other surety obligations, in pursuance of these presents and shall be as binding upon the Companies as if they have been duly signed by the president and attested by the secretary of the Companies in their own proper persons.

IN WITNESS WHEREOF, this Power of Attorney has been subscribed by an authorized officer or official of the Companies and the corporate seals of the Companies have been affixed thereto this 14th day of December, 2013.

American Fire and Casualty Company
The Ohio Casualty Insurance Company
Liberty Mutual Insurance Company
West American Insurance Company

By: 
Gregory W. Davenport, Assistant Secretary

STATE OF WASHINGTON ss
COUNTY OF KING

On this 14th day of December, 2013, before me personally appeared Gregory W. Davenport, who acknowledged himself to be the Assistant Secretary of American Fire and Casualty Company, Liberty Mutual Insurance Company, The Ohio Casualty Company, and West American Insurance Company, and that he, as such, being authorized so to do, execute the foregoing instrument for the purposes therein contained by signing on behalf of the corporations by himself as a duly authorized officer.

IN WITNESS WHEREOF, I have hereunto subscribed my name and affixed my notarial seal at Seattle, Washington, on the day and year first above written.

By: 
KD Riley, Notary Public

This Power of Attorney is made and executed pursuant to and by authority of the following By-laws and Authorizations of American Fire and Casualty Company, The Ohio Casualty Insurance Company, Liberty Mutual Insurance Company, and West American Insurance Company which resolutions are now in full force and effect reading as follows:

ARTICLE IV – OFFICERS – Section 12. Power of Attorney. Any officer or other official of the Corporation authorized for that purpose in writing by the Chairman or the President, and subject to such limitation as the Chairman or the President may prescribe, shall appoint such attorneys-in-fact, as may be necessary to act in behalf of the Corporation to make, execute, seal, acknowledge and deliver as surety any and all undertakings, bonds, recognizances and other surety obligations. Such attorneys-in-fact, subject to the limitations set forth in their respective powers of attorney, shall have full power to bind the Corporation by their signature and execution of any such instruments and to attach thereto the seal of the Corporation. When so executed, such instruments shall be as binding as if signed by the President and attested to by the Secretary. Any power or authority granted to any representative or attorney-in-fact under the provisions of this article may be revoked at any time by the Board, the Chairman, the President or by the officer or officers granting such power or authority.

ARTICLE XIII – Execution of Contracts – SECTION 5. Surety Bonds and Undertakings. Any officer of the Company authorized for that purpose in writing by the chairman or the president, and subject to such limitations as the chairman or the president may prescribe, shall appoint such attorneys-in-fact, as may be necessary to act in behalf of the Company to make, execute, seal, acknowledge and deliver as surety any and all undertakings, bonds, recognizances and other surety obligations. Such attorneys-in-fact subject to the limitations set forth in their respective powers of attorney, shall have full power to bind the Company by their signature and execution of any such instruments and to attach thereto the seal of the Company. When so executed such instruments shall be as binding as if signed by the president and attested by the secretary.

Certificate of Designation – The President of the Company, acting pursuant to the Bylaws of the Company, authorizes Gregory W. Davenport, Assistant Secretary to appoint such attorneys-in-fact as may be necessary to act on behalf of the Company to make, execute, seal, acknowledge and deliver as surety any and all undertakings, bonds, recognizances and other surety obligations.

Authorization – By unanimous consent of the Company's Board of Directors, the Company consents that facsimile or mechanically reproduced signature of any assistant secretary of the Company, wherever appearing upon a certified copy of any power of attorney issued by the Company in connection with surety bonds, shall be valid and binding upon the Company with the same force and effect as though manually affixed.

I, David M. Carey, the undersigned, Assistant Secretary, of American Fire and Casualty Company, The Ohio Casualty Insurance Company, Liberty Mutual Insurance Company, and West American Insurance Company do hereby certify that the original power of attorney of which the foregoing is a full, true and correct copy of the Power of Attorney executed by said Companies, is in full force and effect and has not been revoked.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the seals of said Companies this 18th day of December 15.

By: 
David M. Carey, Assistant Secretary

Not valid for mortgage, note, loan, letter of credit, bank deposit, currency rate, interest rate or residual value guarantees.

To confirm the validity of this Document, all



Gregory E. Elam
Managing Member
Chief Executive Officer

gelam@stepresources.com

Greg Elam is the founder of STEP Resources and also is of Counsel to KMK Consulting Company, a wholly owned subsidiary of KMK Law firm. He has more than 25 years of experience as an executive and consultant in utility operations, large deal structuring, strategic planning, contract negotiations, and utility infrastructure.

Greg has completed more than \$2 billion in transactions and has developed and implemented strategic advice for a variety of companies including such Fortune 100 companies—Oracle, Boeing, Sprint, Rubicon Technologies, and Lehman Brothers—saving these companies millions of dollars. In addition to having expertise in the procurement of commodities, he leads the company's efforts on site selection, where he has assisted in locating more than \$500 million in real estate assets.

He began his career in the utility business, and after spending more than twelve years with the Cincinnati Gas & Electric Company, managing both short and long term bulk power transactions. He has also managed the utility system operations, which included such life safety tasks as switching and tagging.

He then began his entrepreneurial trek and expanded his horizons by serving as President of Energy Exchange of Chicago, which was the #2 marketer developed in the country. He performed some of the first electricity transactions done by an independent, and was hired by Enron in its embryonic stage to launch its electric trading business, including the development and use of many of the transactions/products that are used today. He departed in late 1995 to continue his entrepreneurial work by representing customer's interest in energy matters.

Prior to developing STEP Resources, he was co-founder and CEO of American Energy, an energy consulting and management firm, which was developed in 1996. Under his leadership, STEP Resources has grown to manage more than \$250 million in Annual energy spend, but more importantly, has become the trusted advisor of the companies they serve.



Gregory E. Elam (Continued)

WORK HISTORY:

Cincinnati Gas & Electric 1979 – 1991

Cincinnati, OH

Power Supervisor – Responsible for utility operating systems including life safety, switching, substation management and other operational duties. This position also included bulk power sales responsibilities.

Bulk Power Sales – Responsible for all facets of short and long term wholesale bulk power transactions.

Energy Exchange of Chicago 1991 – 1993

Chicago, IL

President – Responsible for the establishment, and operation of trading of wholesale electricity transactions.

Enron 1993 – 1995

Houston, TX

Director – Responsible for the formation and operation of the electric trading business, including implementation of swaps, options, banking and tolling deals.

American Energy 1996 – 2007

Kansas City, MO

Chief Executive Officer – Responsible for all business operations including sales, financial management and fiduciary responsibilities.

STEP Resources Consulting 2007 – Present

Cincinnati, OH

Chief Executive Officer – Founded and is responsible for all operations of the company including natural gas and electricity procurement, advisory services, financial and fiduciary activities.



Richard Bohon

rbohon@stepresources.com

Richard (Rich) has lead the procurement effort at STEP for 3 years, with responsibilities of managing several major accounts. He is responsible for supervising and leading the team of analysts and other administrative staff related to procurement efforts. Prior to joining STEP Resources as a Team Leader in the Energy Procurement Department, Rich owned his own service company for 10 years where he excelled at applying new technology to outdated processes to produce cost effective and profitable services. His experience in the technical and service industries is a great asset to the STEP team. Prior to his work in the service industry, Rich spent ten (10) years with Ford Motor Company, as an engineering manager. In the 10 years with Ford Motor Company, he honed his engineering and management skills within Ford's Manufacturing Management Program on both a national and international basis. Richard holds BS and MS degrees in mechanical and electrical engineering from The University of Colorado and from The Ohio State University with specialization in Thermal Dynamics and Two Phase Flow and Digital Circuits and Integrated Circuit design.

WORK HISTORY:

Ford Motor Company

Jan 1991 – Apr 2000

Dearborn, MI

Manufacturing Manager – Held several positions of engineering and management and supervisory responsibilities, including design, team leadership, quality testing, production responsibilities, and other managerial duties:

Lead Engineer – HVAC on Electric Vehicle

Head Design Engineer – 3rd generation controls

Powertrain Resident Engineer Manager (Wixsom Assembly Plant)

Foreign Service Liaison – Kia and Hyundai

Advanced Manufacturing Design Group



Richard Bohon (Continued)

WORK HISTORY (continued)

Armstrong's Coffee and Vending Services

May 2000 – Aug 2012

Cincinnati, OH

Operations Manager – responsible for all facets of business operations including sales, finance, distribution, maintenance and service, systems, procurement and other activities.

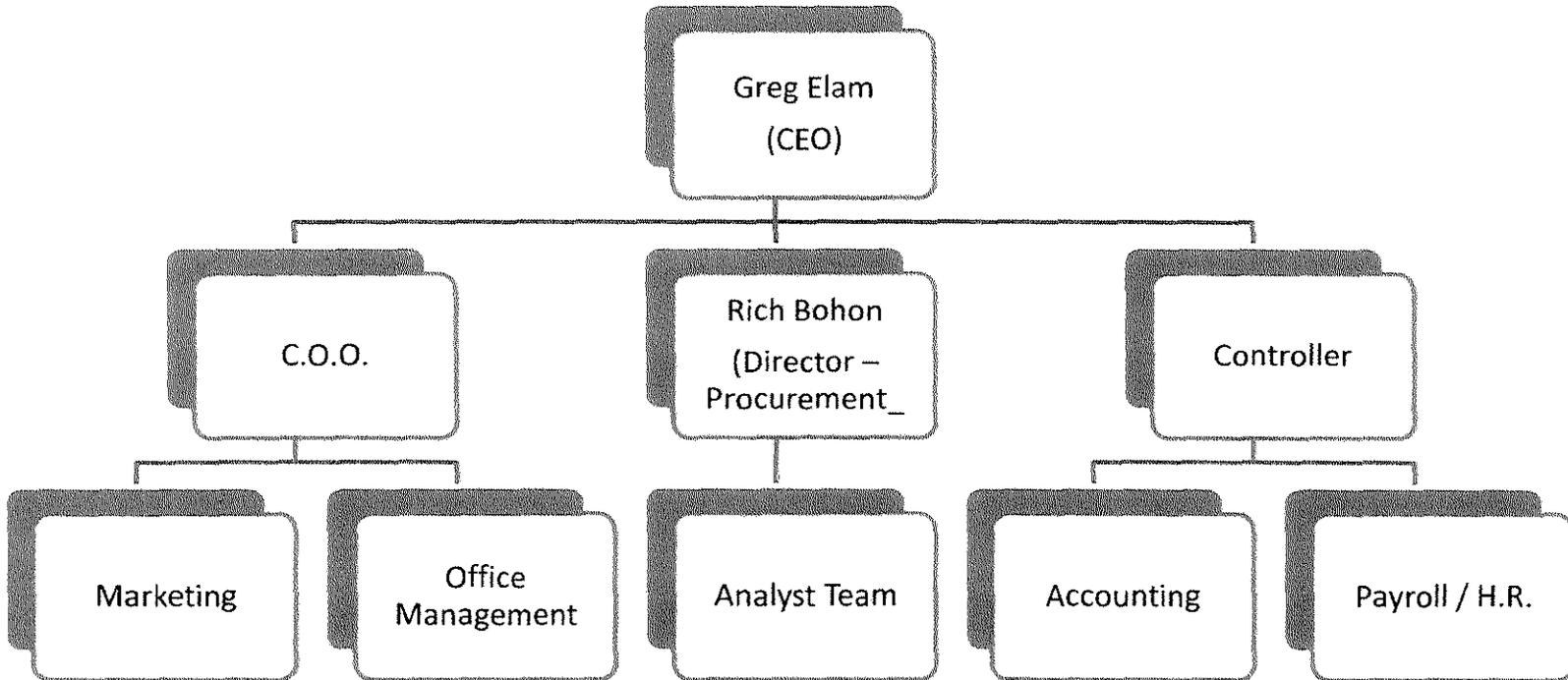
STEP Resources Consulting, LLC

Aug 2012 – Present

West Chester, OH

Procurement Manager – Manage the energy procurement department including a team of analysts and consulting specialists. Responsible for all procurement contracts including initial electric and natural gas usage analysis, rate and tariff analysis, rate negotiations, presentations of findings with client companies, and execution of contracts. Has responsibility for the development, implementation and management of tracking procedures, contract renewal processes, and customer retention. Manage the development of cloud based energy monitoring and analytical dashboard systems for client companies.

STEP Resources Consulting, LLC Organization Chart



Natural gas and electricity procurement and other related services provided by team highlighted in yellow.