

**PROPOSED ARRANGEMENT FOR AUTHORITY AND DECISION MAKING:**

*The following Matrix outlines who, in the future, may be vested with authority to make decisions with regards to various areas within the family business:*

<b>DECISION AREAS:</b>	<b>AUTHORITY:</b>		
	<b><i>President</i></b>	<b><i>Board</i></b>	<b><i>Shareholders</i></b>
Annual Plans			
Strategic Plans			
Staffing			
Dividends/Gifts to Shareholders/Retained Earnings & Management Fees			
Capital Expenditures			
Risk/Debt & financing arrangements			
Mission/Vision, including entry into or exit from businesses			
Family Employment			
Buy/sell company			
Appoint Board			
Senior management appointments			
Charitable donations			
Director's Fees (Board & Advisory Board)			