

Shaffer Distributing Company

Directors' Minute of Action

January 27, 2020

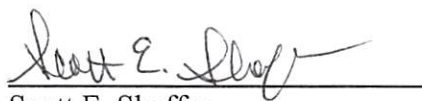
The undersigned, being all of the directors of the above-named Ohio corporation, hereby take the following actions as of the date set forth above by this writing signed and approved by each of them, in lieu of a meeting of the directors of the corporation, pursuant to the provisions of §1701.54 of the Ohio Revised Code.

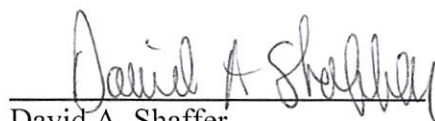
The following resolution with respect to the election of officers of the corporation is hereby adopted:

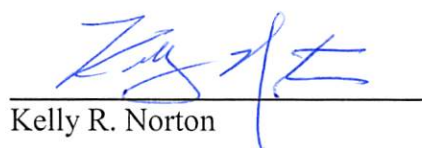
RESOLVED, that the individuals listed below are hereby elected to the offices of the corporation set forth opposite their respective names:

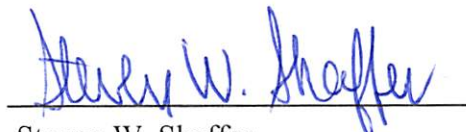
<u>Name</u>	<u>Office</u>
Steven W. Shaffer	Chief Executive Officer
Kelly R. Norton	Chief Financial Officer, Secretary and Treasurer
Scott E. Shaffer	President
Charles G. Ropke	Chief Operating Officer

This writing constitutes a complete record of all actions taken by the directors of the corporation as of the date set forth above.


Scott E. Shaffer


David A. Shaffer


Kelly R. Norton


Steven W. Shaffer


William H. Kraft


Charles G. Ropke