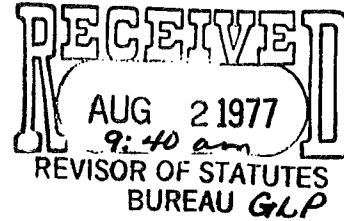


ETF 1

CERTIFICATE



State of Wisconsin)
) SS
Department of Employee Trust Funds)

To All Whom These Presents Shall Come, Greetings:

I, Gary I. Gates, Secretary of the Department of Employee Trust Funds, and custodian of the official records of said Department, do hereby certify that the annexed rule, relating to the operations of the Department, was duly approved and adopted by the Employee Trust Funds Board on June 23, 1977.

I further certify that said copy has been compared by me with the original on file in the office of the Department, and that the same is a true copy thereof, and of the whole of such original.

In Testimony Whereof, I have hereunto set my hand at the Capitol, in the City of Madison, this 1st day of August, 1977

A handwritten signature in cursive script that reads "Gary I. Gates".

Gary I. Gates, Secretary
Department of Employee Trust Funds

Order of the Employe Trust Funds Board Adopting Rule

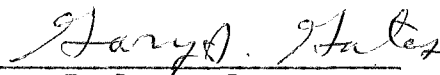
Pursuant to authority vested in the Employe Trust Funds Board by sections 15.05 (1) (b) and 41.04 (2) (e), Wis. Stats., and in conformity with Chapter 227, Wis. Stats., and Chapter 280, Laws of 1975, the Board hereby adopts the following:

ETF 1.01 (7) is created to read:

- (7) "Statutory salary" for purposes of s. 41.02 (21) (b) means the amount of compensation established pursuant to the provisions of s. 20.923 (2), Wis. Stats., but no participant may elect to have an annuity computed on the basis of such statutory salary who received an increase in salary during his or her term of office.

Employe Trust Funds

Dated, August 1, 1977



Gary I. Gates, Secretary