

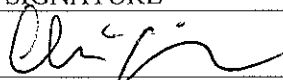
ADEC, Inc.

Signature Certificate of Incumbency

The undersigned, Chris Kingsley and Timothy J. Donlin certify that:

- 1) They are the duly hired and qualified President/Chief Executive Officer and Vice President Finance/Chief Financial Officer, respectively, of ADEC, Inc., ("ADEC").
- 2) ADEC is a non-profit agency incorporated under the laws of the State of Indiana, on the 7th day of April 1952 with updated BY-LAWS of November 17, 2022:
 - Section 1. The name of the Corporation shall be ADEC, Inc., hereinafter referred to as the Corporation.
 - Section 2. The principal office of the Corporation is 1671 W. Vistula St., Bristol, Indiana, 46507. The primary area, with the Corporation intends to serve, lies within Northern Indiana with most services operated for residents of Elkhart County, Indiana, with expansion of services into St. Joseph County, Indiana. The resident agent of the Corporation for service of process is the President/Chief Executive Officer.
 - Section 3. The Mission of the Organization is: ADEC proudly advocates for and serves people with developmental and intellectual disabilities so they live lives full of informed choice and possibility.
- 3) The following are the true signatures of the following named officers and staff of ADEC and said officers and staff are duly hired, currently service, and are duly authorized to act on behalf of ADEC pursuant to a Resolution adopted by the Board of Directors of ADEC on January 9, 2023. The following persons are the Authorized Officers of the Corporation in the capacity identified and outlined in agency policies: Policy 1.2.1 – Board of Directors, Policy 1.2.9 – Succession Plan Policy and Policy 1.3.3 – Administrative and Operational Coverage.

IN WITNESS WHEREOF, the undersigned have duly executed this Certificate on this 9^h day of January 2023.

NAME of OFFICER	TITLE	Date of Appointment	SIGNATURE
Chris Kingsley	President / Chief Executive Officer	January 9, 2023	
Timothy J. Donlin	Vice President Finance / Chief Financial Officer	November 23, 2020	