

WILL OF JAMES ENGANDELA

I, **James Engandela**, a resident of Eau Claire County, Wisconsin, revoke all my prior wills and codicils and declare this to be my will. I am married to **Sandra Engandela**.

ARTICLE 1 - TAXES, DEBTS, AND ADMINISTRATION EXPENSES

I direct my personal representative to pay out of the residue of my probate estate as an expense of administration, without right of reimbursement, all taxes, including interest and penalties, levied by reason of my death, whether or not occasioned by transfers of property under this will. I direct my personal representative to pay out of the residue of my probate estate all allowable claims and expenses of administration including the expenses of my last illness and my funeral.

ARTICLE 2 - DISPOSITION OF PROPERTY

Section 2.1 If Wife Survives. I give all of my interest in my property to my wife, **Sandra Engandela**, including all of my non-marital property and my proportionate interest in the marital property belonging to my wife and me, if she survives me.

Section 2.2 Specific Bequests. If my wife predeceases me, I make the following specific bequests:

(a) The sum of twenty-five thousand dollars (\$25,000) to my nephew, Brian Dean. In the event Brian predeceases me, this bequest shall lapse, and the gift shall be added to the residue of my estate.

(b) The sum of twenty-five thousand dollars (\$25,000) to my niece, Jessica Vannini. In the event Jessica predeceases me, this bequest shall lapse, and the gift shall be added to the residue of my estate.

(c) The sum of twenty-five thousand dollars (\$25,000) to my nephew, Justin Vannini. In the event Justin predeceases me, this bequest shall lapse, and the gift shall be added to the residue of my estate.

(d) The sum of twenty-five thousand dollars (\$25,000) to my nephew, Kyle Capinegro. In the event Kyle predeceases me, this bequest shall lapse, and the gift shall be added to the residue of my estate.

(e) The entirety of my LP record collection to my friend, Joel Roberts. In the event Joel predeceases me, this bequest shall lapse, and the gift shall be added to the residue of my estate.

Section 2.3 Residue.

(a) If my wife predeceases me, I may leave another signed and dated document (referred to as a "written direction") disposing of my interest in certain tangible personal property. If

I leave a written direction, I request that my personal representative distribute the property described in it to the beneficiaries named in the written direction. If no written direction is found within 30 days of the appointment of my personal representative, or to the extent such written direction does not fully dispose of my interest in tangible personal property, I direct my personal representative to distribute my interest in such property as provided in subsection (b).

(b) If my wife predeceases me, my personal representative shall distribute the remainder of my estate, excluding any property over which I may have power of appointment at my death, to the following beneficiaries in the percentage set forth below:

(1) My sister, JoAnn Edwards, shall receive fifty percent (50%) of the residue of my estate. In the event JoAnn predeceases me, my personal representative shall distribute fifty percent of the residue of my estate to my nephew, Brian Dean.

(2) My mother-in-law, Dorothy Hansen, shall receive fifty percent (50%) of the residue of my estate. In the event Dorothy predeceases me, my personal representative shall distribute fifty percent of the residue of my estate to my sister-in-law, Susan Hansen.

ARTICLE 3 - PERSONAL REPRESENTATIVE

Section 3.1 Nomination. I nominate **Jane Norby**, of Eau Claire, Wisconsin, to serve as personal representative of my estate. If Jane does not so serve, I nominate **JoAnn Edwards**, of Apache Junction, Arizona, to serve as personal representative of my estate. If JoAnn does not so serve, I nominate **Susan Hansen**, of Largo, Florida, to serve as personal representative of my estate. I direct that no bond be required of my personal representative. My personal representative may, by a document filed with the court in which my estate is administered, resign as personal representative at any time or for any reason. My personal representative shall not be liable for any loss or damage resulting from decisions made or action taken in good faith, and no successor personal representative shall be liable for acts of a predecessor.

Section 3.2 Powers. I give to the personal representative power without authorization by any court to do all things necessary or convenient for the orderly administration of my estate, including, but not limited to the following powers and discretions, in addition to those provided by law: to retain, sell at private or public sale, exchange, lease for any term (even though commencing in the future or extending beyond the date of final distribution of my estate), mortgage, pledge, repair, manage and insure against loss or liability any part or all of my estate, real or personal, for such prices and on such terms as the personal representative decides; to invest in property of any kind, real or personal; to exercise any options to purchase stock; to borrow from any source; to make distribution of my estate wholly or partly in kind; to pay, settle or abandon claims in favor of or against my estate; and for these and any other purposes in connection with the administration of my estate to employ agents and custodians and to exercise and deliver appropriate contracts, notes, deeds, mortgages, bills of sale, leases or other documents.

ARTICLE 4 - SURVIVORSHIP

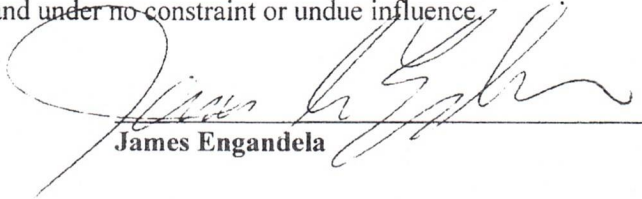
If any beneficiary dies within 30 days after the date of my death, any interest which would have passed to said beneficiary under this will is to be disposed of according to the plan of distribution which would have been effective under this will if such beneficiary had predeceased me. It is my intention that any property or interest which is distributed from my estate as a result of any court order, decree, or judgment not be revoked or otherwise affected by the subsequent death of the distributee.

ARTICLE 5 - DEFINITIONS

The term "personal representative" includes any executor, executrix, or administrator, if those terms are used in the statutes of any state that has jurisdiction over all or any portion of my estate.

I declare under oath that:

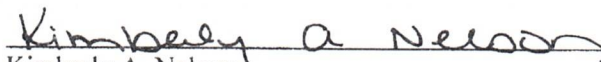
1. I sign my name to this document and declare it to be my will on July 24, 2023.
2. I sign this will as my free and voluntary act.
3. I am of sound mind and under no constraint or undue influence.


James Engandela

We, Nicholas A. Heike and Kimberly A. Nelson, the witnesses, sign our names to this document and declare under oath that:

1. **James Engandela** executes this document as his will.
2. **James Engandela** signs his will voluntarily.
3. Each of us, in the conscious presence of **James Engandela**, signs this will as a witness.
4. To the best of our knowledge, **James Engandela** is of sound mind and under no constraint or undue influence.


Nicholas A. Heike _____ of Eau Claire, Wisconsin.


Kimberly A. Nelson _____ of Mondovi, Wisconsin.

**WRITTEN DIRECTION FOR DISTRIBUTIONS
FROM THE WILL OF JAMES ENGANDELA
DATED JULY __, 2023**

This is intended to be a written direction described in Section 2.2 of the will referred to above.

Upon my death, my personal representative shall distribute to the persons named below who survive me the sum of money set forth opposite their names, or the item or items of tangible personal property set forth opposite their names, subject to any indebtedness on those items, or to the organizations named below the sum of money set forth opposite their names:

Appointed Property	Recipient
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____
6. _____	_____
7. _____	_____
8. _____	_____
9. _____	_____
10. _____	_____

Signed this ____ day of _____ 20__.

James Engandela

**FIRST CODICIL TO WILL OF JAMES ENGANDELA
DATED JULY 24, 2023**

I, James Engandela, a resident of the State of Wisconsin, declare this document to be the first codicil to my will dated July 24, 2023.

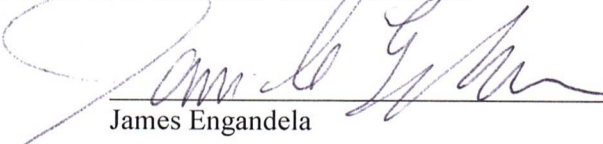
1. I amend my will by deleting Section 2.2(e) in its entirety.
2. I amend my will by deleting Section 2.3(b) in its entirety and substituting the following new Section 2.3(b) in its place:

“(b) If my wife predeceases me, my personal representative shall distribute the remainder of my estate, excluding any property over which I may have power of appointment at my death, in equal shares to Scott Deetz and Julie Deetz, per capita. If both Scott and Julie predecease me, my personal representative shall distribute the remainder of my estate in equal shares to Noah Deetz and Ethan Deetz, by right of representation.”

3. In every other respect, I confirm and republish my will dated July 24, 2023.

I declare under oath that:

1. I sign my name to this document on February 27, 2024 and declare it to be the first codicil to my will dated July 24, 2023.
2. I sign this codicil as my free and voluntary act.
3. I am of sound mind and under no constraint or undue influence.


James Engandela

We, Nicholas A. Heike and Kimberly A. Nelson, the witnesses, sign our names to this document and declare that:

1. James Engandela executes this document as the first codicil to his will.
2. James Engandela signs this codicil voluntarily.
3. Each of us, in the conscious presence of James Engandela, signs this codicil as a witness.
4. To the best of our knowledge, James Engandela is of sound mind and under no constraint or undue influence.

 of Eau Claire, Wisconsin.
Nicholas A. Heike

 of Mondovi, Wisconsin.
Kimberly A. Nelson

DURABLE POWER OF ATTORNEY

ARTICLE 1 - APPOINTMENT OF AGENT

I, **James Engandela**, a resident of the state of Wisconsin, appoint **Jane Norby** as my agent under this durable power of attorney (referred to as "this Power").

ARTICLE 2 - WHEN THIS DOCUMENT IS EFFECTIVE

This document shall take effect upon its signature by the Principal.

ARTICLE 3 - POWERS OF AGENT

All powers described in this Article are exercisable equally whether the acts required for their execution relate to property that I own when this Power is executed or that is acquired thereafter, and whether the acts are performed or property is located in this state or elsewhere.

Section 3.1 Real And Personal Property. I give my agent the power to take any actions my agent believes necessary or desirable for the management or maintenance of any of my real or personal property. This shall include the power to acquire, sell, and convey ownership of property; enter into leases and extensions or renewals of leases; accept or remove tenants; control the manner in which property is managed, maintained, and used; change the form of title in which property is held, including the creation or change in survivorship interests in the property I own or in property in which I have an interest; satisfy and grant security interests and other encumbrances on property; obtain and make claims on insurance policies covering risks of loss or damage to property; collect proceeds generated by property; ensure that any needed repairs are made to property; exercise rights of participation in real estate syndicates or other real estate ventures; and make improvements to property.

Section 3.2 Motor Vehicles. My agent may apply for or transfer any certificate of title on any motor vehicle and may represent that such vehicle is free and clear of all liens and encumbrances not otherwise noted in the transfer documents.

Section 3.3 Postal Services. My agent may act on my behalf in all matters relating to or arising out of the United States Postal Service and any other mail, parcel, or wire carrier, including but not limited to opening or closing a postal box, changing my mailing address, executing mail forwarding orders, and accepting or signing for registered, certified, priority, or any other type of mail, including any postal or carrier service requiring a signed receipt or acknowledgment of delivery.

Section 3.4 Securities. I give my agent the power to take any actions my agent believes necessary or desirable with respect to any securities that I own. This shall include the power to purchase and sell securities; exercise voting rights with respect to securities; collect dividends, interest, and any other proceeds generated by securities; and to transfer title to securities. For the purposes of this Section, the term "securities" includes stocks, bonds, mutual funds, and all other

types of securities and financial instruments, except commodity futures contracts and call and put options on stocks and stock indexes.

Section 3.5 Financial Institutions. I give my agent the power to take any actions my agent believes necessary or desirable in connection with any financial institution in which I have an account or an interest in an account. This shall include the power to continue, modify, or terminate existing accounts; open new accounts; draw, endorse, and deposit checks, drafts, and other negotiable instruments; prepare, receive, and deliver financial statements; establish, maintain, or close safe deposit boxes; borrow money; and extend payment periods with respect to commercial paper. For the purposes of this Section, the term "financial institution" includes, but is not limited to, banks, trust companies, building and loan associations, savings and loan companies or associations, credit unions, industrial loan companies, thrift companies, and brokerage firms.

Section 3.6 Business Operations. I give my agent the power to take any actions my agent believes necessary or desirable in connection with any business venture in which I have an interest. This shall include the power to execute and enforce my obligations and rights as a partner in any general or limited partnership to the extent permitted by law and any applicable partnership agreement; the power to execute and enforce my obligations and rights as a member or manager in any LLC to the extent permitted by law and any applicable LLC operating agreement; enforce my rights as the holder of a bond or similar instrument issued by any business in which I have an interest; discharge my duties and enforce my rights in any sole proprietorship; expand, recapitalize, or reorganize any business to the extent my interest in that business allows; collect proceeds generated by any business in which I have an interest and to which I am entitled; and to sell or liquidate my interest in a business.

Section 3.7 Insurance And Annuities. I give my agent the power to take any actions my agent believes necessary or desirable with respect to any insurance or annuity contracts in which I have an interest. This shall include the power to acquire additional insurance coverage of any type or additional annuities; continue existing insurance or annuity contracts; agree to modifications in the terms of insurance or annuity contracts in which I have an interest; borrow against insurance or annuity contracts in which I have an interest, to the extent allowed under the contract terms; change beneficiaries under existing contracts and name beneficiaries under new contracts (including designating my agent as the beneficiary) but only if necessary to ensure that the payment of proceeds under such contracts will be consistent with the terms of my last will or any revocable trust that I created alone or with another; receive dividends, proceeds, and other benefits generated by the contracts; and transfer interests in insurance or annuity contracts to the extent permitted under the terms of those contracts.

Section 3.8 IRAs And Deferred Employment Benefits. In connection with any pension, profit sharing or stock bonus plan, individual retirement account (IRA), Roth IRA, I.R.C. § 403(b) annuity or account, I.R.C. § 457 plan, or any other retirement plan or arrangement in which I am a participant or of which I am a beneficiary (whether established by my agent or otherwise) (each of which is referred to in this document as "such Plan"), my agent shall have the following powers, in addition to all other applicable powers granted by this document:

- (a) To establish one or more of such Plans in my name.

- (b) To make contributions (including “rollover” contributions) or cause contributions to be made to such Plan with my funds or otherwise on my behalf.
- (c) To self-direct one or more of such Plans as fully as I could do.
- (d) To receive and endorse checks or other distributions to me from such Plan, or to arrange for the direct deposit of the same in any account in my name.
- (e) To the extent authorized by the Plan, borrow from the Plan and sell the assets of the Plan.
- (f) To elect a form of payment of benefits from such Plan, to withdraw benefits from such Plan, to make contributions to such Plan and to make, exercise, waive, or consent to any and all elections and/or options that I may have regarding contributions to, investments or administration of, distribution from, or form of benefits under such Plan.
- (g) To designate one or more beneficiaries or contingent beneficiaries for any benefits payable under such Plan on account of my death, and to change any such prior designation of beneficiary made by me or by my agent, subject to the following limitation: my agent shall have no power to designate my agent directly or indirectly as a beneficiary or contingent beneficiary to receive a greater share or proportion of any such benefits than my agent would have otherwise received, unless such change is consented to by all other beneficiaries who would have received the benefits but for the proposed change or if necessary to ensure payment of the Plan will be consistent with the terms of my last will or any revocable trust that I created. The preceding limitation shall not apply to any designation of my agent as beneficiary in a fiduciary capacity, with no beneficial interest.

Section 3.9 Estate, Trust, and Other Beneficiary Transactions. I give my agent the power to take any actions my agent believes necessary or desirable in order to act, to the extent an agent is permitted to do so by law and by any controlling instrument, with respect to any estate or trust in which I have an interest. This shall include the power to receive payments to which I am entitled from any estate or trust; participate in all proceedings concerning any estate or trust in which I have an interest; execute disclaimers of any interests I may have in any estate or trust; convey or release any contingent interests I may have in any estate or trust; and make any election available under Wisconsin law. For the purposes of this Section, the term “estate or trust” means all matters that affect a trust, probate estate, guardianship, conservatorship, custodianship, or other fund from which I am, may become, or claim to be entitled, as a beneficiary, to a share or payment.

Section 3.10 Power To Create, Modify, And Revoke Trusts. I give my agent the power to take any action my agent believes necessary or desirable with respect to trusts (other than powers that I hold in a fiduciary capacity or solely by virtue of being a beneficiary of any trust), including irrevocable trusts. This shall include the power to establish trusts for my benefit or the benefit of my wife, my issue, and any other of my dependents; contribute or transfer assets to any trust in which I have an interest; and exercise any power I may have as an individual (not as a fiduciary), other than as a trust beneficiary, such as borrowing trust assets, amending or revoking a trust agreement, and voting shares of stock, but subject to the limitation that any trust I have created

may be modified or revoked by my agent only if expressly permitted by the trust instrument. This Section shall not be construed as limiting the authority of my agent to exercise any power, with respect to trusts, that I may hold in a fiduciary capacity or as a trust beneficiary, to the extent that such authority is specifically given elsewhere in this Power.

Section 3.11 Claims And Litigation. I give my agent the power to take any actions my agent believes necessary or desirable with respect to any claim that I may have or that has been asserted against me and with respect to any legal proceeding in which I have an interest. This shall include the power to institute, prosecute, and defend legal proceedings and claims on my behalf; file actions to determine adverse claims, intervene in litigation, and act as amicus curiae in any proceedings affecting my interests; seek preliminary, provisional, or intermediate relief on my behalf; apply for the enforcement or satisfaction of judgments that have been rendered in my favor; participate fully in the development of claims and proceedings; submit any dispute in which I have an interest to arbitration; submit and accept settlement offers and participate in settlement negotiations; handle all procedural aspects, such as service of process, filing of appeals, stipulations, verifications, waivers, and all other matters in any way affecting the process of any claim or litigation; fully participate in any voluntary or involuntary bankruptcy proceeding involving me or in which I am a claimant; and to satisfy judgments that have been rendered against me.

Section 3.12 Tax Matters. I give my agent the power to prepare and file any and all documents and take all actions that are necessary or that my agent believes to be desirable with respect to my local, state, or federal tax liability for the tax year in which this Power was executed, any subsequent tax year, and any tax year for which the statute of limitations has not run. This shall include the power to participate in audits; exercise my rights to protest and appeal assessments; pay amounts due to the appropriate taxing authority; execute waivers, consents, closing agreements, and similar documents related to my tax liability; participate in all procedural matters connected with my tax liability; and to exercise any elections that may be available to me under applicable state or federal tax laws or regulations.

Section 3.13 Personal And Family Maintenance. I give my agent the power to take any actions my agent believes necessary or desirable in order to effectively conduct my personal affairs and to discharge any and all obligations I may owe to myself and to family members and other third persons who are customarily or legally entitled to my support. This shall include the power to take steps to ensure that our customary standard of living is maintained; arrange for medical and dental care; continue existing charge accounts, open new charge accounts, and make payments thereon; provide for transportation; maintain correspondence; prepare, maintain, and preserve personal records and documents; and maintain membership in any social, religious, or professional organization and make contributions thereto. If I have granted my agent under my power of attorney for health care the power to make certain decisions and exercise certain powers regarding my personal life and my medical care, my agent shall make any payments relating to those decisions or exercise of those powers by my health care agent, as directed by my health care agent, and is hereby released from any and all liability for making any such payments.

Section 3.14 Pets. With respect to any animal that I own, I give my agent the power to take any actions my agent believes necessary or desirable in order to effectively maintain the animal. This shall include the power to house, or to arrange for the housing, support, and maintenance of the

animal, and to pay reasonable boarding, kenneling, and veterinary fees, or if the support and maintenance of the animal becomes unreasonably expensive, to dispose of the animal in a humane fashion, preferably by finding another home for the animal.

Section 3.15 Gifts. I give my agent the power to make gifts of my cash or other property, either outright or in trust, including the power to forgive indebtedness and consent to gift splitting under Internal Revenue Code Section 2513 or successor sections. The powers granted under this Section shall be exercised, if at all, in favor of my wife, my issue, any other of my dependents, and charitable organizations. Gifts to charitable organizations shall be in accordance with my pattern of giving in the five years preceding the date that this Power becomes effective. If my agent makes any gift to an issue or other dependent of mine, a gift of substantially equal value shall be made to any other issue or other dependent of mine of the same generation. Any gifts made pursuant to this Section shall not be future interests within the meaning of Internal Revenue Code Section 2503, and the aggregate amount of any gifts made in any one calendar year to any one individual shall not exceed the amount that may be made free of federal gift tax to a person. The limitations in the preceding sentence shall not apply to any gifts that incur no federal gift tax, such as, for example, gifts that qualify for the unlimited federal gift tax marital deduction or charitable deduction. Notwithstanding the foregoing, my agent may make such gifts to himself or herself only if he or she is in need of funds to meet the reasonable expenses of the following: (i) support in accordance with his or her accustomed manner of living; (ii) medical, dental, hospital, and nursing expenses, and other costs relating to the health care of my agent; or (iii) the education of my agent. Notwithstanding the foregoing, my agent shall be authorized to make gifts of my property and assets for medical assistance planning, including gifts to or for the benefit of my agent, provided that such gifts are consistent with the dispositive provisions contained in my most recent will. Gifts made in furtherance of medical assistance planning may be made in excess of the annual exclusion, as that term is defined for purposes of United States gift tax, and may be in a total amount that requires the filing of a United States gift tax return.

Section 3.16 Government Benefits. For the purposes of this Section, the term "government benefits" means benefits from social security, Medicare, Medicaid, or other governmental programs, or from civil or military service. With respect to any government benefits, I give my agent the power to take all actions my agent believes necessary or desirable. This shall include the power to make an application for and submit claims for government benefits; appeal the denial, reduction, or discontinuation of benefits; execute and deliver vouchers related to government benefits; take possession of and store property as allowed under any government benefit program in which I have an interest; and to collect proceeds due to me under any government benefits plan (and write to the Social Security Agency to be designated as my "representative payee").

Section 3.17 Resignation From Fiduciary Positions. I give my agent the power to resign from any fiduciary position to which I have been or may be in the future named, appointed, nominated, or elected, including by way of illustration, but not of restriction, the positions of executor, administrator, personal representative, trustee, agent, guardian, director or officer of a corporation, or governmental position or office; and to take whatever steps are necessary to accomplish such resignation, for example, by rendering an accounting or appearing in court to receive approval for such action, as appropriate.

Section 3.18 Loans. My agent shall have the authority to make loans on my behalf, which may or may not require security, upon such terms and conditions as my agent deems appropriate and in my best interests.

Section 3.19 Incidental Powers. In connection with the exercise of any of the powers described in the preceding Sections, I give my agent full authority, to the extent that a principal can act through an agent, to take all actions that my agent believes necessary, proper, or convenient, to the extent that I could take such actions myself, including the power to prepare, execute, and file all documents and maintain records, and to enter into contracts; hire, discharge, and pay reasonable compensation to attorneys, accountants, expert witnesses, or other assistants.

ARTICLE 4 - NOMINATION OF GUARDIAN

If proceedings are initiated for the appointment of a guardian of my person or my estate or both, I nominate my wife as such guardian. If my wife is unable or unwilling to act as such guardian, I nominate whomever is currently acting as my agent pursuant to this Power as guardian of my person, estate, or person and estate. I waive the requirement of a bond if a person named above is appointed as guardian.

ARTICLE 5 - COMPENSATION, COSTS, AND EXPENSES; ACCOUNTING

Section 5.1 Reasonable Compensation. My agent shall be entitled to reasonable compensation for the services rendered in the execution of any of the powers conferred by me in this Power. The factors that should be taken into account in determining the amount of compensation shall be the time expended by my agent, the value of the property over which my agent exercises control and management, and the complexity of the transaction entered into by my agent in functioning under this Power. My agent may make the payment of such amount from my assets at the beginning of each calendar quarter, and shall keep records that include the amount of time spent in performing the services, a description of the services performed, and the amount of compensation paid to himself or herself for each such time period.

Section 5.2 Reimbursement For Costs And Expenses. My agent shall be entitled to reimbursement from my property for expenditures properly made in the execution of any of the powers conferred by me in this Power. My agent shall keep records of any such expenditures and reimbursement.

Section 5.3 Annual Accounting. My agent, other than my wife, shall account at least annually to each adult person who would be a beneficiary of my last will or a revocable trust that I created alone or with another. If there are no such adult persons, my agent, other than my wife, shall render such account to the guardian or guardians of such persons. In the absence of a breach by my agent of my agent's duties, my agent shall not be required to account to any court. My agent's accounting shall show in detail a beginning and ending inventory of all of my interests in assets and liabilities and all receipts and disbursements made on my behalf during the accounting period. My agent's accounting may be settled by sending the account to all persons entitled to receive it, or their agents, at their respective last known addresses by certified mail, return receipt requested. Unless written objections are received by my agent within sixty (60) days of mailing such account, the

account and all transactions set forth therein shall be deemed settled and approved. In the alternative, my agent may settle the account pursuant to the laws of the state of my domicile as if my agent were a court-appointed guardian of my estate.

ARTICLE 6 - RESIGNATION OF AGENT

My agent may resign by written notice to my alternate agent. Every alternate agent shall have all the rights, powers, discretions, and duties given to or imposed upon the original agent. An alternate agent shall have no duty to inquire into the acts of any predecessor agent and shall not be liable for any act or omission of any predecessor agent. Any person may, without liability, rely on the written certification of a successor agent that such successor has been appointed and has power to act.

ARTICLE 7 - GENERAL PROVISIONS

Section 7.1 Power Of Substitution. My agent may temporarily substitute and appoint from time to time one or more substitute agents with the same or more limited powers, and may remove the substitute or substitutes and appoint another or others.

Section 7.2 Intent To Return Home. I intend to return to my home if I ever become a resident of a nursing home or other rehabilitative facility. Accordingly, I direct my agent to convey my intent to return to my home to all interested persons.

Section 7.3 Marital Property Agreements. In lieu of having a guardian appointed for me, my agent shall have the authority to enter into any post-marital agreement with my wife allowable under Wisconsin law, including any marital property agreement, and to enter into any amendment or revocation of any marital agreement or marital property agreement to which I am or become a party. If my wife is serving as my agent, this Section shall be void.

Section 7.4 Reliance By Third Parties. To induce third parties to act in accordance with the powers granted to my agent in this document, I represent and warrant that:

(a) If this document is revoked or amended for any reason, I, my estate, my heirs, successors, and assigns will hold any third party harmless from any loss suffered, or liability incurred, by the third party in acting in accordance with this document before the third party's receipt of written notice of termination or amendment.

(b) The powers conferred on my agent may be exercised alone and my agent's signature or act under the authority granted in this document may be accepted by third parties as fully authorized by me and with the same force and effect as if I were personally present, competent, and acting on my own behalf.

(c) No person who acts in reliance upon any representation of my agent as to the scope of my agent's authority granted under this document shall incur any liability to me, my estate, my heirs, successors, or assigns for permitting my agent to exercise any such power, nor shall any person who deals with my agent be responsible to determine or ensure the proper application of funds or property.

(d) My agent shall make any payments required for the provision and/or release of information or photocopies of any records to my agent under my power of attorney for health care regarding my personal affairs or my physical or mental health, including medical, dental, and hospital records, as directed by my health care agent. My agent shall be released from any and all liability for making any such payments.

Section 7.5 Exculpation Of My Agent. My agent shall not be liable to me or any of my successors in interest for any action taken or not taken in good faith, but shall be liable for any willful misconduct or gross negligence.

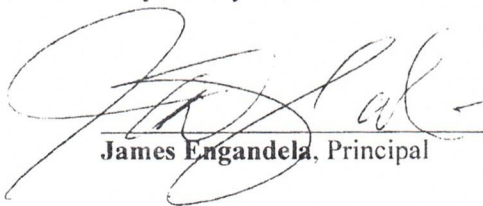
Section 7.6 Revocation And Amendment. I revoke all prior durable powers of attorney that I may have executed and I retain the right to revoke or amend this document. Amendments to this document shall be made in writing by me personally (not by my agent), shall be in recordable form, and shall be attached to the original of this document and recorded in the same county or counties as the original if the original is recorded.

Section 7.7 Photocopies. Persons dealing with my agent may rely fully on a photocopy of this Power.

Section 7.8 Severability. If any of the provisions of this Power are found to be invalid for any reason, such invalidity shall not affect any of the other provisions of this Power, and all invalid provisions shall be wholly disregarded.

Section 7.9 Governing Law. All questions pertaining to validity, interpretation, and administration of this Power shall be determined in accordance with the laws of Wisconsin.

I have signed this durable power of attorney on July 24, 2023.


James Engandela, Principal

STATE OF WISCONSIN)
) ss.
COUNTY OF BUFFALO)

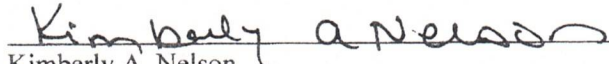
James Engandela acknowledged this document before me on July 24, 2023.




Nicholas A. Heike, Notary Public
State of Wisconsin
My commission is permanent.

This document was, in our presence, signed by the principal named above. The principal declared this to be a durable power of attorney with a nomination of guardian and we, at the principal's request and in the presence of the principal, and in the presence of each other, have signed our names as attesting witnesses.

 of Eau Claire, Wisconsin.
Nicholas A. Heike

 of Mondovi, Wisconsin.
Kimberly A. Nelson

This document was drafted by Nicholas A. Heike, Attorney at Law
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