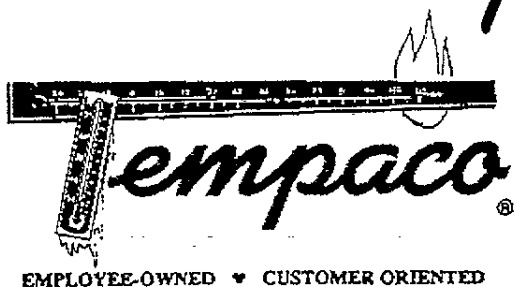


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*****35.00 *****35.00

August 4, 1999

Good Day:

Effective July 16, 1999 Marvin Ross resigned his position as Vice-President and General Sales Manager of Tempaco Incorporated. Marvin also resigned his position on the Board of Directors of Tempaco at that time.

Marvin Ross has continued his employment with Tempaco as a special account sales representative serving customers in northern Florida and southern Georgia.

Respectfully Yours,

Neill Evans

Neill Evans Vice-President of Materials
Tempaco Incorporated

SECRETARY OF STATE
TALLAHASSEE, FLORIDA

99 SEP -1 AM 9:23

FILED

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08/30/99 11:30 FAX 904 745 0090
08/30/99 10:23 407 898 7316

ROSE'S MAIL ROOM
TEMPACO ORLANDO

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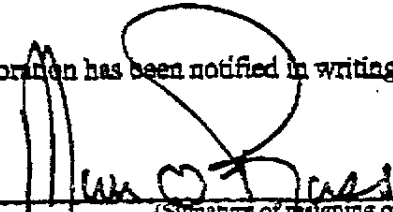
OFFICER / DIRECTOR RESIGNATION

I, MARVIN O ROSS, hereby resign as VICE PRESIDENT
(Title)

of TEMPACO INC
(Name of Corporation)

a corporation organized under the laws of the State of FLORIDA

and affirm that the corporation has been notified in writing of the resignation.


(Signature of resigning officer/director)

SECRETARY OF STATE
TALLAHASSEE, FLORIDA

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FILED

FILING FEE IS \$35.00