



POWER OF ATTORNEY
(Form 144)

Know all by these present, that the undersigned hereby constitutes and appoints each of, Laura Gleason, Patricia A. Hackett, Laura L. Long, and Alicia G. Powell, signing singly, the undersigned's true and lawful attorneys-in-fact to:

- (1) to execute for and on behalf of the undersigned Form 144 in accordance with Rule 144 of the Securities and Exchange Commission;
- (2) to do and perform any and all acts for and on behalf of the undersigned which may be necessary or desirable to complete the execution of any such Form 144 and the timely filing of such form with the Securities and Exchange Commission and any other authority; and
- (3) to take any other action of any type whatsoever in connection with the foregoing which, in the opinion of such attorney-in-fact, may be of benefit to, in the best interest of, or legally required by, the undersigned, it being understood that the documents executed by such attorney-in-fact on behalf of the undersigned pursuant to this Power of Attorney shall be in such form and shall contain such terms and conditions as such attorney-in-fact may approve in his discretion.

The undersigned grants to such attorney-in-fact full power and authority to do and perform all and every act and thing whatsoever requisite, necessary and proper to be done in the exercise of any of the rights and powers herein granted, as fully to all intents and purposes as the undersigned might or could do if personally present, with full power of substitution or revocation, hereby ratifying and confirming all that such attorney-in-fact shall lawfully do or cause to be done by virtue of this power of attorney and the rights and powers herein granted. The undersigned acknowledges that the foregoing attorney-in-fact, in serving in such capacity at the request of the undersigned, is not assuming any of the undersigned's responsibilities to comply with Rule 144.

IN WITNESS WHEREOF, the undersigned has caused this Power of Attorney to be executed as of this 16 day of May, 2018.

/s/ Martin Pfinsgraff _____
Martin Pfinsgraff