

## POLICY STATEMENT

We intend to make all reasonable efforts to live up to our Equal Opportunity policy and Affirmative Action Plan. We have prepared the Plan to accurately reflect our current status, our actions to date, and our intentions for the future. We have assigned overall responsibility for fulfillment of the Equal Employment Opportunity policy and Affirmative Action Plan to William Coe, Vice President of Human Resources, who will periodically conduct analyses of all personnel actions to ensure that we are living up to our stated intention.

Our management is responsible for the ongoing monitoring of all personnel actions in their respective areas of supervision and will carry out the intentions of the Equal Opportunity policy and Affirmative Action Plan to the fullest extent possible.

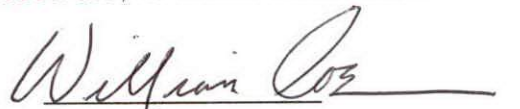
Our employment practices are non-discriminatory and are based upon factors that are job-related. Factors such as race, color, religion, gender, marital status, national origin or ancestry, age, disability, veteran status, military service, sexual orientation, genetic information, or gender identity are not job-related. We have designed the Affirmative Action Plan to report and monitor all related procedures that will include, but will not be limited to:

1. Recruiting, hiring, training, and promoting applicants and employees in all job classifications without discrimination;
2. Basing decisions on employment so as to further the principle of equal employment opportunity;
3. Ensuring that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities; and
4. Ensuring that all other personnel actions, such as compensation, benefits, transfers, layoffs, return from layoffs, company-sponsored training, education, tuition assistance, social and recreational programs, will be administered without discrimination.

We promise not to retaliate against any person who files a complaint concerning Equal Opportunity or Affirmative Action and will ensure that no one harasses, intimidates, threatens, coerces, or discriminates against any individual exercising rights under this policy.

The Persons with Disabilities and Veterans Affirmative Action Plan is available for inspection in the Human Resources Department during normal business hours, 7:00 am to 5:00 pm. Please contact William Coe, Vice President of Human Resources, for further information.

  
John F. McQuillan  
President/CEO

  
William Coe  
Vice President of Human Resources