

## POLICY STATEMENT

Effective October 1, 2000

### POLICY:

The policy of the Company is to provide equal Opportunity to all persons without regard to race, color, sex, religion, national origin, age, Vietnam era/disabled veteran status, or disability, or other bases prohibited by applicable law. Company policy prohibits harassment of applicants or employees related to these bases. The Company has established a continuing Affirmative Action Program to assure equal employment opportunity in all its policy decisions affecting recruitment, selection, assignment, promotion, training, and all other terms and conditions of employment.

### RESPONSIBILITY:

The Company will work cooperatively with public and private entities, government agencies, educational institutions, civic organizations, community groups, and other appropriate organizations concerned with employment opportunities, as well as with its suppliers and subcontractors, in support of its EEO policy.

All employees are responsible to act in accordance with the Company's EEO policy. All employees are encouraged to assist the Company's affirmative efforts in support of its EEO policy, including the recruitment and referral of qualified individuals for employment. All members of management must be familiar with this policy and must fully support it. They are responsible to apply these principles in good faith, and their performance under these policies is reviewed.

This statement is being posted to provide applicants and employees with knowledge of the Company's commitment to assure equal employment opportunity. The EEO/Affirmative Action Plan for Disabled Workers and for Disabled/Vietnam Era Veterans is located in the office of the Vice President Human Resources and may be reviewed by applicants and employees on weekdays during normal working hours.



Bob Din  
Chief Executive Officer