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and appreciate the opportunity of assisting your
organization.**

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EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

It is and will continue to be the policy of the Company to practice a program of equal employment opportunity designed to assure that all employment decisions and advancement opportunities are made available to all employees and applicants for employment on the basis of individual qualifications and without regard to race, religion, color, national origin, disability, age, sex or any other classification protected by federal, state, or local laws.

In addition to providing equal employment opportunities, it is also our policy to provide an environment free from unlawful harassment, including sexual harassment. Any alleged violation of this policy will be thoroughly investigated, and appropriate disciplinary action will follow as required.

Although support of all employees is necessary to assure our program will be successful, it is especially important that all supervisors and managers give strong support for the continued affirmative effort, company wide.

Employees should direct any questions pertaining to discrimination and/or the Company's EEO program to your immediate supervisor, or one of the following people: Human Resources Manager or President.