

BUSINESS ETHICS AND CONDUCT DISCLOSURE STATEMENT

Do you understand and support the company's Code of Ethics?

Yes No

Are you aware of any illegal, unethical or improper practices or conduct anywhere within this Company?

Yes No

If the answer to the preceding question is "yes", list here, in full and complete details, all such practices or conduct. (Use additional pages if necessary.)

Have any threats or promises been made to you in connection with your answers to the questions on this form?

Yes No

If "yes" please identify them in full and complete detail and notify company management immediately.

I declare under penalty and perjury, under the laws of the State of _____, that the above is true and correct.

Signature

Date