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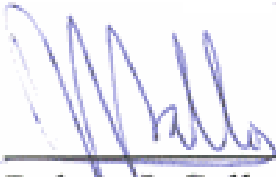
## EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

It is the policy of the Company to afford equal employment opportunity to all individuals, regardless of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, transgender status, sex stereotyping, or military or veteran status, or any other basis protected by applicable law. Our employees, as well as applicants and others with whom we do business, will not be subjected to sexual, racial, religious, ethnic, or any other form of unlawful harassment and/or discrimination, including harassment or discrimination based on sex, gender identity, transgender status, sex-based stereotypes, pregnancy, childbirth or related medical conditions, the exercise of the right to family care and medical leave, or any other prohibited basis. When necessary, the company also makes reasonable accommodations for disabled employees and for pregnant employees who request an accommodation for pregnancy, childbirth, or related medical conditions. We are completely committed to these principles—not only because of the various Federal, State and local laws which address these subjects—but because it is the right thing to do.

The Company's commitment to equal opportunity is applied through every aspect of the employment relationship, including, but not limited to, recruitment, selection, placement, training, compensation, promotion, transfer, disciplinary action, and all other matters of employment.

To assure that our equal opportunity policy is properly carried out, we have appointed Michelle Lewis, Vice-President Global Human Resources, as Equal Employment Opportunity Officer for the Company.

  
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Joseph E. Gallo

  
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Robert J. Gallo

  
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James E. Coleman