

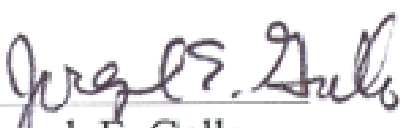


Equal Employment Opportunity Statement

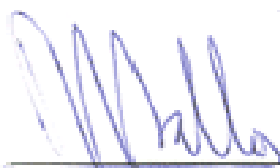
It is the policy of the Company, personally subscribed to and supported by us, that there shall be no discrimination in any employment practice against any qualified employee or applicant for employment because of his or her protected group status, including race, color, gender (including pregnancy, childbirth and related medical conditions), national origin, religion, creed, age, marital status, sexual orientation, family care status, medical condition as defined by California law, ancestry, physical or mental disability, or status as a veteran with disabilities, veteran of the Vietnam Era, or other eligible veteran. This policy covers all aspects of employment, including the following:

- Hiring, placement, upgrading, transfer, demotion, recruitment, recruitment advertising.
- Selection for training and apprenticeship.
- Rates of pay or other forms of compensation.
- Layoff or termination.

To assure that our equal opportunity is properly carried out, we have appointed Michelle Lewis, Vice-President – Human Resources and Diversity Programs for the Company.



Joseph E. Gallo



Robert J. Gallo



James E. Coleman