



November 7, 2013

#### Conflict Minerals Policy Statement

We support ending the human rights violations in the mining of certain minerals from a location described as the "Conflict Region", which is located in the Democratic Republic of the Congo and surrounding countries as defined by the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010. This Act requires manufacturers who file certain reports with the SEC to disclose whether the products they manufacture or contract to manufacture contain "conflict minerals" that are "necessary to the functionality or production" of those products.

We do not knowingly procure specified metals that originate from the "Conflict Region". We ensure compliance with these requirements, and ask our suppliers to undertake reasonable due diligence with their supply chains to assure that specified metals are being sourced only from mines and smelters outside of the "Conflict Region" or mines and smelters which have been certified by an independent third party as "conflict free" if sourced within the "Conflict Region".

Sincerely,

A handwritten signature in blue ink, appearing to read "Dave Sphar", is written over the word "Sincerely,".

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