



To Whom It May Concern:

RE: Conflict Minerals Policy

Overview:

In 2010 the Dodd-Frank Consumer Protection Act, section 1502 was signed into law. Section 1502 addresses the international trade and use of Conflict Minerals. Conflict Minerals are defined as tin, tantalum, tungsten and gold mined by armed groups from the Democratic Republic of the Congo and adjacent countries known as the DRC region. Proceeds from the sale of these minerals have financed violence and human rights abuses within this region. The Dodd-Frank Consumer Act requires the disclosure and the identification of a company's supply chain and purchases of these minerals.

Requirements:

Companies subject to SEC requirements that use Conflict Minerals from the Democratic Republic of the Congo.

Our Commitment:

We strive to conform with the objectives of the U.S. legislation and SEC rules set forth by the Dodd-Frank Wall Street and Consumer Protection Act relating to the use of Conflict Minerals. We do our best to perform due diligence during the design of products and purchase of minerals used within these products. We have posted this policy on our website and have done our best to communicate the Conflict Minerals requirement to our suppliers.

Expectations of Our Suppliers:

We expect that they perform due diligence and comply with the Dodd-Frank Wall Street Reform and Consumer Protection Act relating to the use of Conflict Minerals. We expect that they will annually disclose whether any of the minerals originated in the Democratic Republic of the Congo or an adjoining country. We expect that they will adopt a policy that facilitates compliance with the current regulatory requirements.

Reference/Informational Links

www.sec.gov/rules/final/2012/34-67716.pdf

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