

## **Conflict Minerals Policy Statement**



We are committed to sourcing components and materials from companies that share our values around human rights, ethics and environmental responsibility.

On August 22, 2012, the U.S. Securities and Exchange Commission ("SEC") issued the final conflict minerals rule under Section 1502 the Dodd-Frank Wall Street Reform and Consumer Protection Act (the "Conflict Mineral Rule"). The Conflict Mineral Rule requires publicly traded companies to report annually the presence of conflict minerals (tin, tungsten, tantalum and gold, or "3TG") originating in the Democratic Republic of the Congo or adjoining countries ("Covered Countries").

We support the goal of ending violence, human rights violations and environmental devastation in the Covered Countries. We are committed to complying with any requirements applicable to our Company under the Conflict Minerals Rule. We also require all suppliers to comply with applicable legal standards and requirements.

Sincerely,

A handwritten signature in blue ink, appearing to read "David Hickey", is written over a horizontal line.

David Hickey  
President and Chief Executive Officer