

## Waivers and Amendments of the Standards of Business Conduct for Executive Officers

The Company will post on this website any amendments to or waivers of the provisions of the Company's Standards of Business Conduct with respect to any executive officer of the Company.

The Company's Standards of Business Conduct were amended on June 9, 2009, to reinsert a sentence that was inadvertently deleted in a prior restatement of the Standards of Business Conduct. That sentence confirmed the Company's policy that only the Board of Directors or a Board committee may approve waivers of the Standards of Business Conduct for the Company's executive officers and that any such waiver would be reported to shareholders.