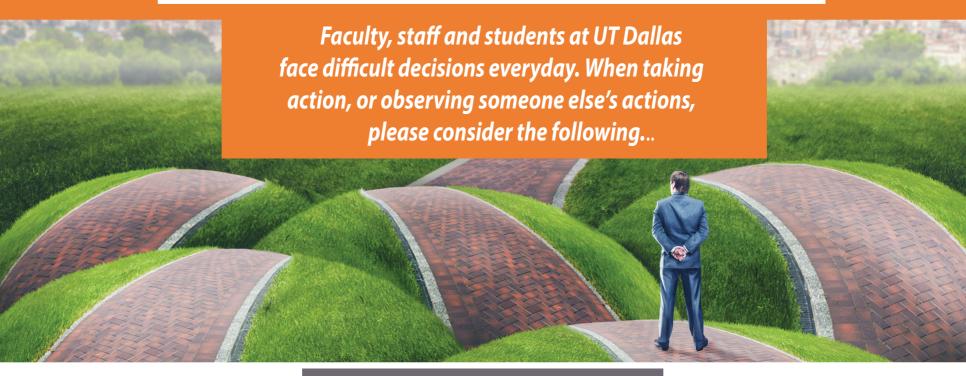
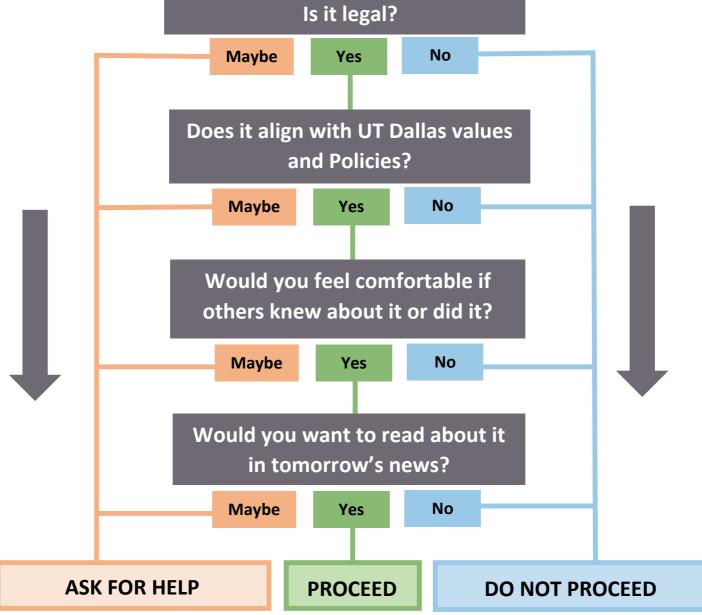
## — HOW TO MAKE — ETHICAL DECISIONS





Contact your supervisor, Human Resources, or the Ethics and Compliance Hotline.

If you are still unsure, contact the Office of Compliance.

There may be serious consequences.

Check with an appropriate resource such as the Office of Compliance to discuss alternatives.