



Notice to Subcontractors, Vendors and Suppliers

TO: Contractors, Vendors & Suppliers of Arcwood Environmental

SUBJECT: Affirmative Action

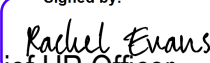
Compliance To Whom It May Concern:

Arcwood Environmental is an affirmative action employer. I am the person designated to implement and oversee our Affirmative Action Programs. It is our policy to afford equal opportunity for employment to persons without discrimination on the basis of their race, creed, color, religion, sexual orientation, age, citizenship, ethnicity, national origin, sex, disability, or veteran status.

As a federal government contractor, we must comply with the Rehabilitation Action of 1973 and the Vietnam Era Veterans Readjustment Assistance Act of 1974 as amended, and their regulations. As part of our compliance with these regulations, we are required to notify you of our commitment to Affirmative Action. Furthermore, we are required to notify you that as a contractor, vendor or supplier to Arcwood Environmental you may also be required to comply with the Rehabilitation Action of 1973 and the Vietnam Era Veterans Readjustment Assistance Act of 1974 as amended, and their regulations.

Yours very truly,

Signed by:


Chief HR Officer