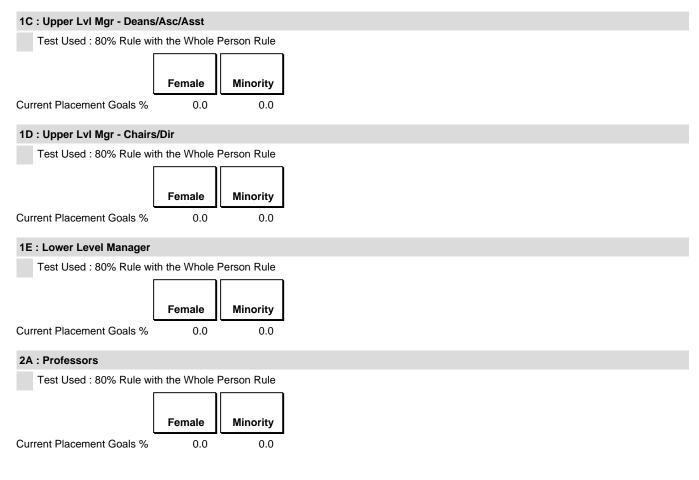
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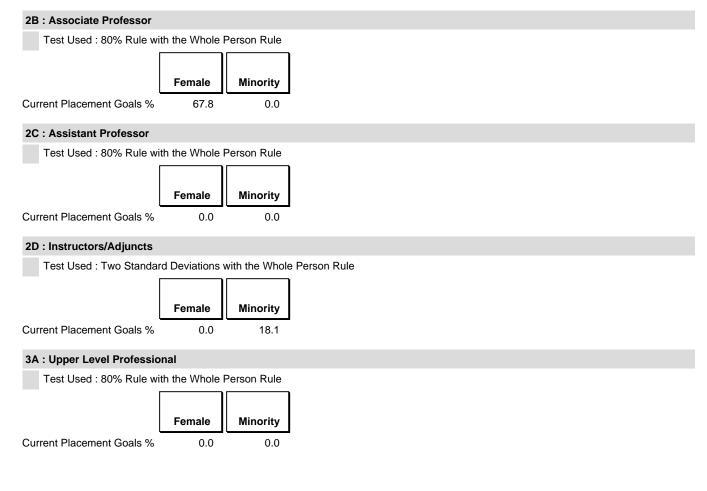


* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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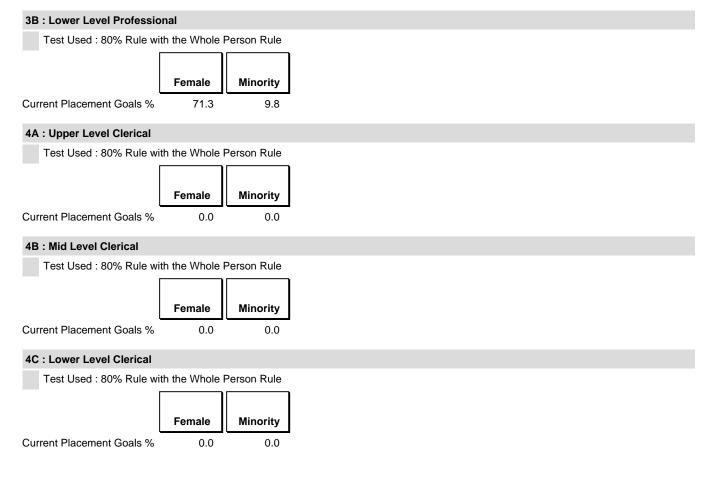


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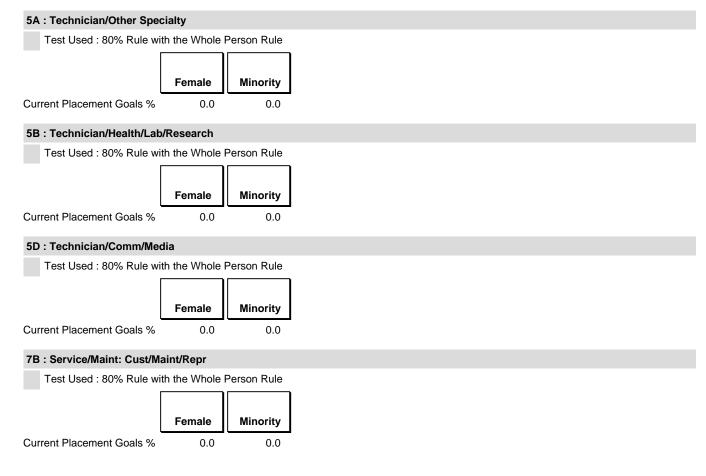


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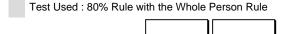


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7C : Service/Maint: Protective Serv



Female

0.0

Minority

0.0

Current Placement Goals %

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