

POLICY STATEMENT

It is the policy of the Culture & Heritage Museums to provide equal employment opportunity without regard to race, color, religion, sex, national origin, age, physical or mental disability, or status as a special disabled veteran or other protected veteran. In this regard, the Company shall:

1. recruit, hire, train, and promote persons in all job titles, without regard to race, color, religion, sex, national origin, age (except where sex or age is a bona fide occupational qualification), physical or mental disability, or status as a special disabled veteran or other protected veteran:
2. based employment decisions so as to further the principle of equal employment opportunity:
3. ensure that promotion and transfer decisions are in accordance with principles of equal employment opportunity by imposing only valid requirements for promotion and transfer opportunities.
4. ensure that all personnel actions, such as compensation, benefits, transfers, layoffs, return from layoffs, Company-sponsored training, education, tuition assistance, social and recreational programs, will be administered without regard to race, color, religion, sex, national origin, age, physical or mental disability, or status as a special disabled veteran or other protected veteran; and
5. ensure that a reasonable accommodation is sought to the religious beliefs of all employees.

This policy is periodically brought to the attention of the supervisory work force. To ensure effective implementation of this policy, overall responsibility for its success has been assigned to Julie Voges. However, it remains the responsibility of all supervisors to ensure the affirmative implementation of this policy. Julie Voges will be happy to review this policy with employees in her office during regular business hours.



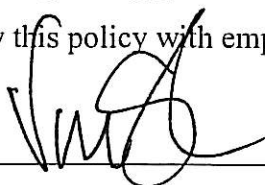
Van Shields

Director and CEO

NOTICE

The Culture & Heritage Museums maintain affirmative action programs to promote the employment opportunities of disabled individuals, special disabled veterans, and other covered veterans. If you are either a disabled individual, a disabled veteran, or a veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized, and would like to be considered under these programs, please let us know immediately or at any time in the future.

Although giving this information is voluntary, such a disclosure by you will enable the Company to further assist you in an appropriate manner concerning your employment. Be assured that your willingness or refusal to provide such information will in no way result in adverse treatment. Information obtained about your disability will be kept confidential and will be used only in conjunction with federal reporting requirements, except that (1) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities and disabilities and disabled-veteran employees, and regarding necessary accommodations; (2) first-aid and safety personnel may be informed, when and to the extent appropriate, if a condition might require emergency treatment; and (3) government officials engaged in enforcing the Americans with Disabilities Act and laws regulating government contractors may be informed. Julie Voges will be happy to review this policy with employees in her office during regular business hours.



Van Shields

Director and CEO