

**REAFFIRMATION OF THE AFFIRMATIVE ACTION PROGRAM
FOR PROTECTED VETERANS**

It is the policy of St. George Tanaq Corporation not to discriminate against any employee or applicant for employment because he or she is a disabled veteran, recently separated veteran, armed forces service medal veteran and/or other protected veteran. The Company has every intention of complying with any affirmative action obligation imposed by Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, and the relevant regulations, including 41 C.F.R. 60-300.1 et seq. Such actions shall apply to our employment practices, including, but not limited to the following: hiring, employment upgrading or promotion, demotion or transfer, recruiting or recruiting advertising, layoff or termination, recall, rates of pay or other forms of compensation and selection for training, including apprenticeship programs we may implement, at all levels of employment.

The Company is or in the future may become a Government contractor subject to Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 which requires Government contractors to take affirmative action to recruit, employ and advance in employment qualified disabled veterans, recently separated veterans, armed forces service medal veterans and other protected veterans. Therefore, an AAP for qualified disabled veterans, recently separated veterans, armed forces service medal veterans and other protected veterans has been implemented. As an applicant or employee, if you are a veteran covered by this Program, please tell us. This information is voluntary and refusal to provide it will not subject you to discharge or disciplinary treatment.

From time-to-time, an employee who is a disabled veteran may become qualified and capable of performing work by special methods, skills, procedures or training which may qualify such person to perform the work of a particular nature that the disability might otherwise be thought to normally preclude. If such employee can suggest measures that we can take efficiently, safely and economically to assist in job performance, we are open to the consideration of any such suggestions.

Employees of and applicants to the Company will not be subject to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in filing a complaint, assisting in a review, investigation or hearing or have otherwise sought to obtain their legal rights related to any federal, state or local law regarding equal employment opportunity for disabled veterans, recently separated veterans, armed forces service medal veterans and other protected veterans.

The EEO Coordinator is assigned the responsibility of implementing the EEO Policy and AAP and monitoring both the Policy and Program's effectiveness. All managers and supervisors are responsible for the implementation and effectiveness of equal employment opportunity and affirmative action within their respective areas.

We reaffirm the above basic policy with respect to disabled veteran, recently separated veteran, armed forces service medal veteran and other protected veteran applicants and employees. Reasonable attempts will also be made to appropriately accommodate limitations of disabled applicants and employees, taking into account business necessity, financial cost and expenses. We expect to engage in a continued program of outreach and seek to recruit those able and qualified to safely perform the work we do here.

Our AAP for qualified disabled veterans, recently separated veterans, armed forces service medal veterans and other protected veterans is available for inspection by an employee or applicant for employment during regular business hours. Interested persons should contact Human Resources for assistance.

/s/ original signature on file _____
Nathan McCowan
President & CEO
St. George Tanaq Corporation