



Day&Zimmermann

We do what we say.®

Policy: Participation in Political Causes

Policy No.: 1205

Responsible Officer: Senior VP, General Counsel and Secretary

1.0 Political Contributions/DAYPAC

The Company does not make political contributions. The Company does cooperate with the legally organized state political action committee of its employees, known as DAYPAC.

Employee contributions to DAYPAC are used to support candidates that, regardless of party, are deemed most likely to support the Company's interests and perpetuate our Company values.

The Company's Senior Vice President of Corporate Strategy and Finance acts as the advisor to DAYPAC to maximize the effectiveness of the use of the money in making meaningful contributions to deserving candidates.

The Company will, under no circumstances, reimburse employees for voluntary contributions to DAYPAC and will not apply any sort of pressure on employees or contributors.