



Clif Webb
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To our stakeholders:

We recognize that a key requirement for participation in the UN Global Compact is the annual preparation and posting of a Communication on Progress (COP) that comprises of a statement of continued support for the UN Global Compact, a description of practical actions with regard to the principles of the UN Global Compact, and a measurement of outcomes or expected outcomes. We are late in creating, sharing and posting our COP report due to be only weeks away from publishing our 2013 Sustainability Report, an integral portion of our COP.

We hereby ask for an extension period in order to be able to post a COP that describes our company's efforts and progress to implement the principles of the UN Global Compact. Our new COP report will be posted on the UN Global Compact website by October 29, 2014 at the latest.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Clif Webb", written in a cursive style.

Mr. Clif Webb
Senior Vice President