



- Date: November 23, 2015

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 is composed of a CEO statement of continued support for the UN Global Compact, a description of practical actions with regard to the principles of the Global Compact, and a measurement of outcomes or expected outcomes.

We are late in creating, sharing and posting our COP report due to the increased time and effort in the accumulation and processing of results from our corporate and partner company-driven actions. Included in the process is the review and evaluation of an independent third-party report on our activities in light of all applicable international Human Rights standards.

We hereby ask for an extension period in order to be able to post a COP that most accurately describes our company's efforts and progress to implement the stated Principles of the UN Global Compact. Our new COP report will be posted on the UN Global Compact website by February 20, 2016 at the latest.

Sincerely,

A handwritten signature in black ink, appearing to read "Steven Pappajohn", is written over a large, stylized circular graphic element.

Mr. Steven Pappajohn,
Business Development Advisor

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