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

We want to align our internal reporting cycle with the COP deadline. We hereby request our COP deadline to be adjusted to *03.April 2016*.

Sincerely yours,

A handwritten signature in blue ink, reading "Michael P. Costello". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Michael Costello
Director of Sustainability