



TEAM MEMBER GUIDE

816 POLITICAL PARTICIPATION

Team Members are encouraged to participate fully as private citizens in the democratic process. Expressed written permission from the President is required, should a Team Member wish to run for public office. Team Members engaging in the political process, however, must do so on their own time and must take care to separate their personal activities from their association with the Company. A Team Member's political views do not reflect or express the views or opinions of the Company.

The Company encourages Team Members to participate on Election Day and cast a vote at the polls. *(For further details, please see section "308: Election Day" of the Team Member Guide).*