

Waiver of Violation

Amendment and Waivers

Todd M. Cleveland, President and Chief Executive Officer of the Company purchased a total of 81,000 shares of the Company's common stock in April 2009 during a blackout period. The Board of Directors of the Company conducted a review and is satisfied that the violation was unintentional and that the purchase was not made on the basis of inside information. Consequently, on April 27, 2009 the Board approved Mr. Cleveland's request for a waiver as it relates to the Company's Code of Ethics policy.