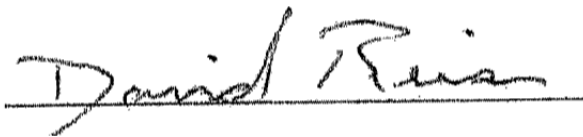


Equal Employment Opportunity

United Electric Controls is an Affirmative Action Employer and provides equal employment opportunity for everyone, regardless of age, sex, color, race, creed, national origin, religious persuasion, sexual orientation, or disability that does not prohibit performance of essential job functions. In addition, laws regarding veterans' status are observed. This is reflected in all of UE's practices and policies regarding hiring, training, promotions, transfers, rates of pay and benefits. All matters relating to employment are based upon ability to perform the job, as well as dependability and reliability once hired.

A handwritten signature in black ink that reads "David Reis". The signature is written in a cursive style and is positioned above a solid horizontal line.

David Reis, President