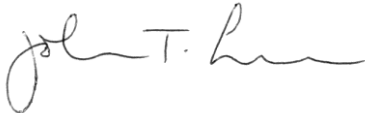


environmental policy

As an employer and as a consultant, Barr is dedicated to protecting the environment now and preserving it for the future. We understand that environmentally responsible business practices are valued by our clients, employee owners, and the communities in which we do business. Our company is committed to upholding the following environmental management principles and helping our clients do the same:

1. achieving and maintaining compliance with all applicable environmental rules and regulations
2. responsibly managing natural resources and preventing pollution by improving efficiency, reducing use of energy and water, and minimizing waste
3. providing solutions that implement evolving environmentally protective technologies and practices
4. educating, training, and motivating Barr employees and contractors to work in an environmentally responsible manner

It is incumbent on each of us to assess our own roles, responsibilities, and opportunities to help fulfill the commitments set forth in this policy.

A handwritten signature in black ink, appearing to read "John T. Lee". The signature is fluid and cursive.

John T. Lee, CEO