

Description of Amendment to Code of Conduct and Waivers Granted

On August 29, 2008, the Company's Audit Committee and Board of Directors approved an amendment to the Company's Code of Conduct to clarify that transactions between persons covered by the Code of Conduct and the Company are not to be restricted by the provisions of the plan prohibiting trading in Company securities while in possession of material, nonpublic information. The Code of Conduct, as amended, is located on the Company's website.

Consistent with this clarification, on August 29, 2008, the Audit Committee and the Board of Directors granted retroactive waivers to any employee who has sold the Company's securities to the Company - including William LaPerch, Robert Sokota, John Jacquay, Douglas Jendras, Rajiv Datta and Michael Doris - for any violation, if applicable, of the trading restrictions included in the Code of Conducts caused by such sales.

September 3, 2008