



To: G.O. Carlson Inc. Employees

March 12, 2020

From: Tracy T. Rudolph

Subject: Export Policy Statement

It is G.O. Carlson, Inc. policy to comply with all of the Export Controls of the United States of America. This would include the Arms Export Control Act (AECA), the International Traffic in Arms Regulations (ITAR) and the Export Administration Regulations (EAR) and other laws and regulations governing national security and USA economic interests.

G.O. Carlson, Inc. policy requires all employees to comply with the United States export policies. Under no condition will sales be made that are contrary to the Export Administration Regulations by any individual or entity operating on behalf of G.O. Carlson Inc. or its subsidiaries. It is imperative that employees be familiar and compliant with export controls. Even low level technology transfer can potentially jeopardize national security or further the development of weapons of mass destruction. Failure to comply can result in loss of export privileges, disciplinary action by G.O. Carlson Inc., damage to an individual's and company's reputation and Criminal, Administrative and Civil penalties.

At G.O. Carlson Inc. the Export Compliance Manager is Joseph C. Papparone II, Chief Financial Officer. Mr. Papparone can be consulted regarding potential violations, updates to the statement or procedural export uncertainties. He can be reached at 814-678-4141 or jpaparone@gocarlson.com

I ask each of you to take this matter seriously and support me in this effort.

Note: This Statement of Corporate Commitment to Export Compliance will be issued on an annual basis or if necessitated by personnel change, changes in management, or regulatory changes.

Joseph C. Papparone is responsible for disseminating this Statement throughout G.O. Carlson Inc. through G.O. Carlson's Export Compliance Program Updates, incorporation into training and presentations, and posting on G.O. Carlson Inc. Intranet and Web Sites.

A handwritten signature in black ink that reads "Tracy T. Rudolph".

Tracy T. Rudolph

March 12, 2020

President and Chief Operating Officer