

Highlights from: The EODT CODE of Business Ethics and Conduct

As an EODT Employee-Owner, I will always uphold the EODT Way and will:

Follow the laws, rules and regulations in the cities, states and countries in which EODT operates.

Act at all times with honesty and integrity, avoiding any real or perceived conflict of interest between my personal interests and responsibilities as an EODT employee. Specifically I will:

- Not have inappropriate relationships with government officials.
- Not have interests in any EODT supplier, customer, or competitor.
- Not engage in outside employment that might affect EODT's business interests.

Exercise moderation and sound judgment in making gifts to customers and, when dealing with U.S. or foreign government officials, abide by the rules outlined in the Code of Business Ethics and Conduct.

When dealing with other contractors, not offer nor receive any gift ("kickback") designed to influence or reward favorable treatment.

Not solicit nor receive a competitor's proprietary information or source selection information during the course of procurement.

Not arrange for the payment of contingent payments for success in securing a contract.

Not engage in the recruitment or hiring of government officials without the approval of the General Counsel.

Use EODT assets only for Company purposes, unless expressly permitted by a Company manager.

Not use the Company's intellectual property for personal purposes, and will always safeguard the Company's sensitive business information.

Not engage in anti-competitive practices, and if involved in industry associations, be sensitive to anti-trust situations.

Do everything practical to ensure compliance with EODT's contracts.

Accurately record and charge my time to the proper account.

Never falsify any Company record.

Never discriminate on the basis of race, color, sex, national origin, age, religion, disability.

Not be guilty of nor tolerate the use of illegal drugs or the excessive use of alcohol.

If engaged in international peacekeeping operations, follow Annex A in EODT's Code, the IPOA PKO.

Follow all EODT Policies and procedures, report compliance and ethics violations to my Ethics Team, in accordance with the EODT Code of Business Ethics and Conduct.

April 4, 2009