



AFFIRMATIVE ACTION POLICY STATEMENT

It has been and will continue to be both the official policy and the commitment of Granite State Management & Resources, including all its divisions (hereinafter referred to as "The Company") to further equal employment opportunities for all persons, among others, regardless of race, religion, color, national origin, sex, age, status as a protected veteran or status as a qualified individual with a disability. The Company's EEO policy, as well as its affirmative action obligations, includes the full and complete support of The Company, including its Chief Executive Officer.

René Drouin, President & CEO