



CHROMATE
INDUSTRIAL CORP.

Subject: GSA Gifts and Gratuities

Policy No: 328

Date: January 1, 2011

Proprietary and Confidential

Policy:

It is a violation of Chromate's policy as well as a violation of Federal, State and Local Government law for any Chromate employee, sales agent or anyone acting on behalf of the company to:

- (1) Offer or give a gratuity (e.g., an entertainment or gift) to an officer, official, or employee of the Government; and
- (2) Intend, by the gratuity, to obtain a contract or favorable treatment under a contract.

Violations of this policy shall result in the immediate dismissal of the offender and may also result in criminal prosecution.

Promotional items that are of an advertising nature and approved by the company (examples include pens, notepads, peanuts) may be given provided the value of any items given to an individual government customer do not exceed \$25 in a calendar year.

I have read and understand the above policy:

Signature

Print