

## Code of Ethical Business Conduct

### Revision History

January 1, 2004	Original issuance.
October 1, 2004	Replaced the AlertLine name and telephone number with the ConcernsLine name and telephone number.
July 25, 2006	Revised the “Political Contributions” section to allow for corporate political contributions as permitted by law and Company policies and procedures.
October 30, 2007	<p>Title of document changed.</p> <p>“Introduction” section revised to include expectations for parties who work on behalf of the Company.</p> <p>“No Retaliation” section enhanced to include reasonable good faith basis for reporting and to specify a supervisor’s responsibility to ensure non-retaliation for reports of good faith Code violations.</p> <p>“Consequences” section added to provide examples of Code violations.</p> <p>“The GPE IDEAL” section replaced the former “Our Values” section. Title of Title of “Gifts” section changed to “Gifts and Gratuities.”</p> <p>“Regulation FD Compliance” section added.</p> <p>“Fraud” section added.</p> <p>“Approval of Business Transactions” section added.</p> <p>“Endorsements” section title changed to “Endorsements by Individuals” and language clarified.</p> <p>“Independent Accountants and Audit Services” section revised to include cooperation clause.</p> <p>“Records Management” section revised to include requests by Company counsel to preserve documents.</p> <p>“Cooperation with Investigations” section added.</p> <p>“Equal Opportunity, Diversity and Nondiscrimination” section added and combined with former “No Discrimination” section.</p> <p>“Substance Abuse” section revised to include ban against the misuse of prescription drugs during working hours and on Company or customer property and to provide for exception to possession or use of alcohol in connection with</p>

authorized events.

“Violence” section added.

“Appropriate Use of Computer Resources” section revised to include discussion regarding employee use of company resources and employee privacy.

“Protection of Information” section revised to clarify anti-disclosure and protection provisions.

“Safety” section revised to clarify requirement to perform duties in manner that ensures personal safety of employees, customers and the public and to further explain the types of required reporting.

“Environmental Practices” section revised to clarify environmental awareness and reporting requirements.

Other non-substantive minor edits throughout the Code to improve consistency and clarity.

December 8, 2009

“Gifts and Gratuities” section revised to prohibit gifts or benefits during a request for proposals, quotations or information process or during contract negotiations.

“Outside Employment and Business Relationships” and “How to Report Concerns and Complaints” sections revised to provide that director and officer disclosures are reported to the Governance Committee.