



SUPPLIER DIVERSITY POLICY STATEMENT

American Autocoat recognizes the importance of Diverse Suppliers to the economies of the nation, the state, and the corporation itself. Therefore, we are committed to pursuing business relationships with such enterprises and using commercially reasonable approaches designed to continually improve business opportunities. Our commitment is not philanthropic-the relationships we seek must meet the test of providing value to both American Autocoat and to the diverse-owned business enterprises.

American Autocoat's Supplier Diversity Objectives are to use qualified Diverse Suppliers that can provide competitive and high-quality commodities and services in a competitive market and to document suppliers' diversity qualifications to fulfill any potential reporting obligations to our customers.

American Autocoat's Supplier Diversity Initiatives will be overseen by the Supply Chain Manager and Director of Finance with the support of the President/CEO and the Department Directors. All American Autocoat's management and employees will share in the implementation of procurement processes and procedures that will enhance opportunities.

SUPPLIER DIVERSITY PURCHASING GUIDELINES

- A. American Autocoat will use Diverse Suppliers where a business justification exists for such use. Employees involved in the selection, evaluation or approval of vendors and contractors share the responsibility for the corporate practice stated in the policy.
- B. When appropriate, it is the practice of American Autocoat to:
 - 1. Ensure that Diverse Suppliers are aware of requirements to participate in American Autocoat's business opportunities.
 - 2. Identify opportunities for Diverse Suppliers' involvement and encourage Diverse Suppliers to qualify for American Autocoat's requirements for products and services.
 - 3. Provide appropriate opportunities for Diverse Suppliers to participate in American Autocoat's quoting and procurement of products and services.
- C. American Autocoat's development of the initiative for purchasing from Diverse Suppliers is not a philanthropic activity, nor does it require the relaxation of current purchasing policies and procedures. Competitive opportunities for Diverse Suppliers must be commensurate with the merits of their offerings and their proven affiliations and/or demonstrated performance.
- D. For purposes of this policy, a Diverse Supplier is defined as follows:
 - 1. **MINORITY-OWNED BUSINESS CONCERN:** A Minority-Owned Business Concern is one that is at least 51% owned and controlled by individuals of African American, Hispanic, Native American, or Asian descent. The business owner must be a U.S. citizen. The business has received minority certification from a third-party certifier such as the city, state, or a regional minority business council.
 - 2. **WOMEN OWNED BUSINESS CONCERN:** A Women Owned Business Concern is one that is at least 51% owned by women who are U.S. citizens, who also control and operate the business. "Control" in this context means exercising the power to make policy decisions. "Operate" in this context means being actively involved in the day-to-day management. The business has received minority certification from a third-party certifier such as the city, state, or a regional women's business council.

3. **VETERAN & SERVICE-DISABLED VETERAN OWNED BUSINESS CONCERNS:** A Veteran-Owned Business Enterprise is a Business Concern not less than 51 percent of which is owned by one or more Veterans (as defined at 38 U.S.C. §101(2)) or, in the case of any publicly-owned business, not less than 51 percent of the stock of which is owned by one or more veterans; and the management and daily business operation of which are controlled by one or more veterans. A Service-Disabled Veteran Business Enterprise must be at least 51 percent owned by one or more service-disabled Veterans; and the management and daily business operations are controlled by one or more service-disabled Veterans or, in the case of a Veteran with a permanent and severe disability, a spouse of a permanent caregiver of such Veteran. The VetBiz.gov Vendor Information Pages database, maintained by the Center for Veterans Enterprise (CVE), is the official database of verified businesses. <https://www.vip.vetbiz.gov/>
4. **SMALL DISADVANTAGED BUSINESS CONCERN:** A Small Disadvantaged Business Concern is one that has received certification as a small disadvantaged business concern consistent with 13 CFR 124, Subpart Band is listed on the register of small disadvantaged business concerns maintained by the SBA. The official listing of eligible companies can be accessed on website: <http://pro-net.sba.gov>.
5. **GAY/LESBIAN OWNED BUSINESS CONCERNS:** A Gay/Lesbian Owned Business Enterprise is an independent Business Concern not less than 51 percent of which is owned by one or more LGBT person(s) who are U.S. citizens or lawful residents, who also control and operate the business. "Control" in this context means exercising the power to make policy decisions. "Operate" in this context means being actively involved in the day-to-day management. The principal place of business (headquarters) is in the United States. The business has received certification from a third-party certifier such as NGLCC.
6. **HUBZONE SMALL BUSINESS CONCERN:** HUBZone Small Business Concerns are ones that are located in distressed communities in an effort to promote private-sector investment and employment opportunities in these areas. A list of qualified HUBZone Small Business Concerns maintained by the SBA can be viewed by visiting the following website: <http://www.sba.gov/hubzone>. From the search database option, select the HUBZone criteria and then click on the search key.

E. Diverse Suppliers will be identified in the Approved Suppliers for Quoting by Commodity. This document is maintained by Supply Chain.

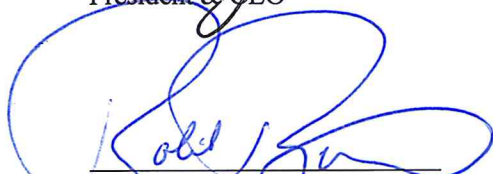
F. Supply Chain will track the dollars quoted and spent with diverse suppliers.



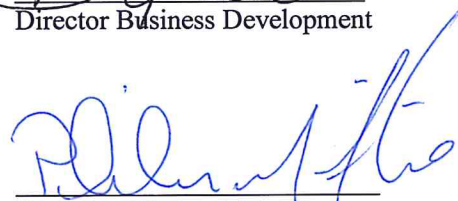
President & CEO



Director Business Development



Director of Operations



Director of Paint & Maintenance



Director of Finance



Supply Chain Manager