



## Tolt Service Group Diversity Commitment

*At Tolt Service Group we believe that an environment of mutual trust and respect, coupled with a commitment to diversity and education, will drive Tolt Service Group to be creative, innovative and successful.*

As a nationwide company, the diversity of our associates is a key competitive advantage. The individuality of each Tolt Service Group associate is an asset that provides a balance of different viewpoints, perspectives, and strengths. From a business perspective, achieving optimal levels of performance means that we must realize the full potential of each individual on our team. Work teams that bring diverse life experiences and points of view to bear on the challenges and problems in our business will generate better solutions so that we can consistently attain superior results. In this environment, each of us can learn, grow, contribute and celebrate the common goals that we achieve together.

We value the diverse, individual characteristics that make each person in our community unique. The Tolt Service Group Diversity Commitment requires that all Tolt Service Group associates demonstrate their own commitment to diversity by respecting and valuing differences such as age, race, gender, sexual orientation, nationality, ethnicity, disability status, religion, education, marital or parental status, geographic location or general life experiences -- to name but a few.

Embracing the diversity of our workforce translates directly to improving our performance as a company and achieving organizational success. It results in a distinctive culture for us, in which innovation and teamwork can thrive. As a national market contender, relating to customers who represent all cultures, races, ethnicities, and unique business demands is an absolute necessity. Leading diversity initiatives locally and nationally will successfully drive our organization's business strategy. Pursuing and embracing new ideas and concepts is one way we, as individuals, can foster diversity within Tolt Service Group.

Each of us must be personally committed to and responsible for creating an environment that nurtures and celebrates our diversity!

A handwritten signature in black ink, appearing to read "Mark Slaven", written over a horizontal line.

Mark Slaven, Chief Executive Officer

A handwritten signature in black ink, appearing to read "Tim Gallegos", written over a horizontal line.

Tim Gallegos, Chief Operating Officer

A handwritten signature in black ink, appearing to read "Eric Kees", written over a horizontal line.

Eric Kees, Vice President Human Resources

11/08/10