

A waiver of the Company's Code of Conduct provision on accepting gifts of other than nominal value (\$25.00) was granted to Torben Wetcher, our newly appointed Chief Financial Officer and Treasurer. The waiver was granted to allow Torben to attend a dinner – theatre function on September 19, 2008 that is being hosted by one of our existing commercial banks at which other area Chief Financial Officers would also be in attendance. This function was an opportunity for Torben to meet a number of his peers as well as the primary contacts at one of our key banks. The waiver did not present a risk of undue influence on the selection of our banks or financial service providers.