



US MONOLITHICS'S POLICY CONCERNING ENTERTAINMENT AND GIFTS

Dear US Monolithics Supplier,

As a part of this mailing, I would like to remind you about US Monolithics policy concerning entertainment and gifts.

As a general rule, US Monolithics employees are prohibited from soliciting or accepting any kind of gift, entertainment or article of value.

Exceptions to this general rule include the following:

- (1) Business meals paid for by suppliers, provided such meals are part of a specific business related activity. Employees are encouraged to reciprocate in the event of more than one such meal being necessary to conclude negotiations.
- (2) Items of nominal value which are promotional in nature, which contain the name or logo of the supplier, which are for use in and around the office and which are part of a normal promotional campaign. Examples of acceptable items would include coffee cups, calendars, etc.

In any case, Employees are prohibited from accepting any gift or entertainment, which would result in a situation of real or perceived indebtedness to any supplier, subsequently affecting their impartiality in dealing with that supplier.

If you wish to report a violation of the above policy, I encourage you to contact the US Monolithics Controller, or the Purchasing Manager at the earliest opportunity. All reports will be handled with discretion and dealt with promptly.