

Diversity Statement

OCCU-TEC

31 August 2008

OCCU-TEC is committed to creating an environment that draws upon the strength of the diversity of our workforce to meet and exceed the expectations of our customers.

OCCU-TEC is adopting and distributing organizational policies and procedures and providing training to all personnel to assist in its diversity initiative. The continuation of training and the goals set within the Strategic Program demonstrate the organization's commitment to respecting the contributions of all employees. Ultimately we seek to enhance our organizational culture through leadership, policies and practices.

Each year we will seek to measure the effectiveness of our action plans. Measuring the results of our diversity efforts will be essential for benchmarking growth, developing future programs, and defining the credibility of our initiative.

We solicit the assistance of our employees and customers in holding us accountable for our efforts.



Skuli Gudmundsson
President/CEO
31 August 2008

**OCCU-TEC embraces a culture of mutual respect and acceptance
while recognizing individual differences.**