

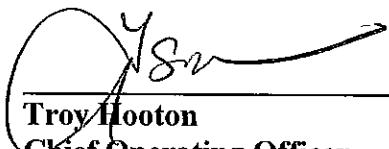
I. Policy Statement - Equal Employment Opportunity for Qualified Individuals with Disabilities and Qualified Protected Veterans

It is the policy of TescoWilliamsen (the "Company") not to discriminate against any employee or applicant for employment because of that person's status as disabled, veteran of the Vietnam era, recently separated veteran, special disabled veteran, or other protected veteran. It is also the policy of the Company to take affirmative action to employ and to advance in employment, all persons regardless of their status as qualified individuals with disabilities or qualified protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees of, and applicants to, TescoWilliamsen will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding equal employment opportunity for qualified individuals with disabilities or qualified protected veterans.

As Chief Operating Officer of TescoWilliamsen, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the Company, I have selected the Chief Financial Officer, Skip Musgraves, as the Company's Equal Employment Opportunity ("EEO") Officer.

One of the CFO's duties will be to work with the Human Resources/Controller's office to establish and maintain an internal audit and reporting system to allow for effective measurement of the Company's programs. In furtherance of TescoWilliamsen's policy regarding Affirmative Action and Equal Employment Opportunity, the Company has developed a written Affirmative Action Program ("AAP") which sets forth the policies, practices and procedures which the Company is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This AAP is available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Human Resources/Controller's Office. Interested persons should contact the Human Resources Manager at 801-973-9400 for assistance.



Troy Hooton
Chief Operating Officer
Williamsen Manufacturing, Inc.
dba TescoWilliamsen
August 1, 2008