

ENVIRONMENTAL POLICY

To Our Employees, Clients and Vendors,

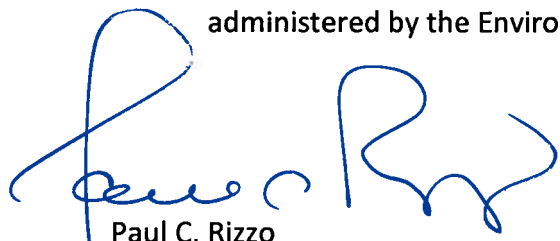
It is the policy of Paul C. Rizzo Associates, Inc. (RIZZO) management to operate its business as a corporate citizen committed to sound environmental management and with concern for the well-being of our common environment. Our goal is to ensure that company facilities and operations are in compliance with federal, state and local environmental standards in the USA and in the countries in which we have offices and projects. The Environmental Policy is distributed to each technical staff member. The administrative and technical quality assurance procedures for the firm are established and reviewed annually by the Environmental Representative and the President.

While responsibility for the implementation of the program rests with the Environmental Representative, each employee, contractor or subcontractor is responsible for:

- Knowing the federal, state and local environmental regulations affecting his or her work;
- When on a client's job site, knowing the client's environmental compliance requirements;
- Performing his or her activities in compliance with federal, state and local environmental standards and with client requirements; and
- Prompt reporting of identified environmental compliance concerns affecting RIZZO to his or her management, or by using the corrective action or employee concerns programs currently in place providing for confidential reporting.

RIZZO shall implement this policy by instituting the following steps:

- All RIZZO facilities will operate in an environmentally responsible manner and in compliance with environmental laws and regulations.
- RIZZO will maintain programs to inform and train employees in the performance of their duty to fulfill the company's environmental policy.
- Instilling in all levels of management and supervision, the behaviors that will promote employee confidence in raising environmental concerns.
- Developing a program of continuous improvement in environmental impact administered by the Environmental Representative.



Paul C. Rizzo
President