



6303 Ivy Lane • Suite 130 • Greenbelt, MD 20770 • Phone 301.837.5500

STANDARDS OF ETHICS AND BUSINESS CONDUCT CERTIFICATION

It is the objective of each of us, as well as the company, to operate according to the highest possible standards of ethical behavior and professional integrity. Signing this form affirms your commitment to that objective. Please complete and sign this form and mail it to Human Resources at the following address:

ASRC Federal Holding Company
Attn: Human Resources
6303 Ivy Lane, Suite 130
Greenbelt, MD 20770

Certification:

I have read the Standards of Ethics and Business Conduct policy (FN-002) and understand that it represents company policy with which I am expected to comply. I have sought and received clarification for any policies that were unclear to me. I am certifying that I will comply with all of ASRC Federal Holding Company's Standards of Ethics and Business Conduct.

With my signature below, I also acknowledge my responsibility to make known to my supervisor, or to another appropriate senior manager or to the Ethics Hotline; any situation where I am aware of violations or possible violations of the Standards that are described in the Standards of Ethics and Business Conduct policy and its referenced company policies.

I understand that failure to sign this certification or comply with the company policy may result in disciplinary action, up to and including termination of employment.

All employees of the ASRC Federal Holding Company and its subsidiaries are required to comply with this Ethics and Business Program. However, for our union represented employees, to the extent that any portion of this Program is inconsistent with any rights or obligations contained in your collective bargaining agreement ("CBA"), the terms of your CBA shall govern.

Employee Signature

Employee Printed Name

Employee Number

Subsidiary Business Unit (Company) Name

Date of Certification

PLEASE COMPLETE, SIGN, AND RETURN THIS FORM AFTER READING THE ATTACHED POLICY.