



November 30, 2012

CHP Clean Energy / BioSpark EEO Policy  
One Liberty Square, 11<sup>th</sup> Floor  
Boston MA 02109

#### EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of CHP Clean Energy, LLC and BioSpark, LLC not to discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion, or veteran status.

CHP Clean Energy, LLC and BioSpark, LLC will take affirmative action to ensure that the EEO Policy is implemented, with particular regard to: advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade, and working conditions.

CHP Clean Energy, LLC and BioSpark, LLC will continue to make it understood by the employment entities with which it deals, and in employment opportunity announcements that the foregoing is company policy and all employment decisions are based on individual merit only. All current employees of CHP Clean Energy, LLC and BioSpark, LLC are requested to encourage qualified disabled persons, minorities, special disabled veterans, and Vietnam Era veterans to apply for employment, on the job training or for union accommodations for qualified disabled individuals.

It is the policy of CHP Clean Energy, LLC and BioSpark, LLC to ensure and maintain a working environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees are assigned to work. Any violation of the policy should be immediately reported to your supervisor or the company EEO Officer.

EEO Officer: Timothy Adam Krochuk  
Address: One Liberty Square, FL 11, Boston, MA 02109  
Telephone: 617-226-1740