

### **Waivers from the Code of Business Conduct and Ethics**

In May 2007, the Company's board of directors accepted the recommendation of its Audit Committee and its Nominating and Governance Committees and unanimously approved a specific waiver from the Company's Code of Business Conduct and Ethics (the "Code of Ethics") for Mr. Douglas W. Sabra, the Company's Chief Financial Officer. The waiver from the Code of Ethics provisions, which relate to the requirement that employees devote substantially all of their time to attend to the business and affairs of the Company and not to engage in outside interests that would prevent or impair the discharge of their responsibilities to the Company, allow him to participate in a family business involving the sales and installation of handicap lifts and residential elevators. In making its determination to grant the waiver the Board Committees and the Board considered the facts that the family business does not compete with the Company in any way and has no related transactions or conflicts with the Company and that his involvement with this business, as delimited in Mr. Sabra's petition to the Board, would not prevent Mr. Sabra from the satisfactory discharge of his responsibilities to the Company and its shareholders.