

**THIS IS A CONFIRMING ORDER. DO NOT DUPLICATE THIS PURCHASE!**  
**SHIPPING BY SOURCE OTHER THAN THOSE INDICATED ON THE FACE OF THIS P.O. MAY RESULT IN**  
**A REJECTION OF THE SHIPMENT AND RETURN TO YOUR FACILITY AT YOUR EXPENSE.**  
**PAYMENT TERMS ARE NET 60 DAYS UNLESS OTHERWISE STATED ON THE FACE OF THIS ORDER.**

**TERMS AND CONDITIONS**

1. This Purchase Order must be accepted in writing by Supplier (or "Vendor") within ten (10) days of Supplier's receipt hereof.

2. If for any reason Supplier fails to accept this Order in writing, the shipment by Supplier of any Goods (or lots thereof) ordered hereby, the furnishing or commencement of any Services called for hereunder (including preparation for manufacture), or the acceptance of any payment by Supplier hereunder, or any other conduct by Supplier that recognizes the existence of a contract pertaining to the subject matter hereof, may, at Buyer's election, be treated as an unqualified acceptance by Supplier of this Order and all terms and conditions hereof.

3. Any terms and conditions proposed in Supplier's acceptance or in any acknowledgment, invoice, or other form of Supplier that add to, vary from, or conflict with the terms herein are hereby rejected. Any such proposed terms shall be void and the terms and conditions of this Order shall constitute the complete and exclusive statement of the terms and conditions of the contract between the parties and shall apply to each shipment received by Buyer from Supplier hereunder, and such terms and conditions may hereafter be modified only by written instrument executed by an authorized representative of Beacon's Purchasing Department and an authorized representative of the Supplier. In the event any such proposed terms would, if accepted by Buyer, vary the liability or warranty, aspects of these terms then such proposed terms will be null and void unless the acceptance by Buyer is made in writing by Buyer is made in writing by a member of Buyer's legal department.

4. If this Order is issued by Buyer in response to an offer by Supplier and if any of the terms herein are additional to or different from any terms of such offer, then the issuance of this Order by Buyer shall constitute an acceptance of such offer subject to the express condition that Supplier assent to all such additional and different terms herein and acknowledge that this Order constitutes the entire agreement between Buyer and Supplier with respect to the subject matter hereof. Supplier shall be deemed to have so assented and acknowledged unless Supplier notifies Buyer to the contrary in writing within ten (10) calendar days of receipt of this Order.

5. Delivery: Time is of the essence. The Goods or Services covered by this Order must be delivered by the date(s) specified.

6. Beacon's TERMS AND CONDITIONS OF PURCHASE have been provided under separate cover (also available on Beacon's website at [www.beacongp.com](http://www.beacongp.com)), are hereby incorporated by reference and applicable to this Order.

7. Beacon's applicable PURCHASE ORDER QUALITY ASSURANCE REQUIREMENTS as identified above have been provided under separate cover (also available on Beacon's website at [www.beacongp.com](http://www.beacongp.com)), and are hereby incorporated by reference and applicable to this Order.

8. If a Government Contract number is referenced on the face of this Order, then Code Of Federal Regulations Title 41, Section 60-1.4 EQUAL OPPORTUNITY CLAUSE is hereby incorporated by reference and applicable to this Order. Beacon Industries is a government contractor subject to Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Assistance Act of 1974. Beacon is committed to taking affirmative action to employ and advance in employment qualified individuals with disabilities, qualified special disabled veterans, veterans of the Vietnam era, and other eligible veterans. These regulations are hereby incorporated by reference and applicable to this order and Seller.

9. U.S. Law Compliance: The Parties shall fully cooperate with each other and applicable third parties in complying with U.S. laws that may also relate to this Order, including, without limitation, the U.S. Export Administration, Arms Export Control Act, International Traffic in Arms Regulations (ITAR), 22 CFR Sections 121 through 128. and the Foreign Corrupt Practices Act. In addition, the obligations of the Parties hereunder shall be subject to compliance with any trade sanctions in effect from time to time. This order may contain equipment and technical information or data further controlled by 5352.227-9000 EXPORT-CONTROLLED DATA RESTRICTIONS for which Seller shall be fully responsible and liable for compliance with. An export license is required before assigning any foreign source to perform work under this contract or before granting access to foreign persons to any equipment and technical data generated or delivered during performance (see 22 CFR Sections 125). The Seller shall notify Beacon and obtain written approval from Beacon prior to assigning or granting access to any work, equipment, or technical data generated or delivered under this contract to foreign persons or their representatives. The notification shall include the name and country of origin or the foreign person or representative, the specific work, equipment, or data to which the person will have access, and whether the foreign person is cleared to have access to technical data (DoD 5220. 22-M, National Industrial Security Program Operating Manual (NISPOM)).

PUBLIC CONTRACTS AND PROPERTY MANAGEMENT CHAPTER 60--OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS, EQUAL EMPLOYMENT OPPORTUNITY, DEPARTMENT OF LABOR PART 60-1--OBLIGATIONS OF CONTRACTORS AND

SUBCONTRACTORS--Table of Contents Subpart A--Preliminary Matters; Equal Opportunity Clause; Compliance Reports Sec. 60-1.4 Equal

opportunity clause. (a) Government contracts. Except as the order in each of its Government contracts (and modifications thereof if not included

in the original contract): During the performance of this contract, the Seller agrees as follows:

(1) The Seller will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The Seller

will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race,

color, religion, sex, or national origin. Such action shall include, but not be limited to the following: Employment, upgrading, demotion, or transfer, recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including

apprenticeship. The Seller agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.

(2) The Seller will, in all solicitations or advertisements for employees placed by or on behalf of the Seller, state that all qualified applicants will receive

consideration for employment without regard to race, color, religion, sex, or national origin.

(3) The Seller will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or

understanding, a notice to be provided by the agency contracting officer, advising the labor union or workers representative of the Sellers commitments under section 202 of Executive Order 11246 of September 24, 1965, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(4) The Seller will comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the

Secretary of Labor.

5) The Seller will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by the rules, regulations, and

orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the contracting agency and the

Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

(6) In the event of the Sellers non-compliance with the nondiscrimination clauses of this contract or with any of such rules, regulations, or orders, this

contract may be canceled, terminated or suspended in whole or in part and the Seller may be declared ineligible for further Government contracts

in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as

otherwise provided by law.

(7) The Seller will include the provisions of paragraphs (1) through (7) in every subcontract or purchase order unless exempted by rules, regulations, or

orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be

binding upon each subcontractor or vendor. The Seller will take such action with respect to any subcontract or purchase order as may be directed by

the Secretary of Labor as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, that in the event the

Seller becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction, the Seller may request the

United States to enter into such litigation to protect the interest of the United States.

In addition, Code of Federal Regulations Title 41, Section 60-250.5 EQUAL OPPORTUNITY CLAUSE is also hereby incorporated by reference

and applicable to this Order.