

SUBJECT: Nondiscrimination and Affirmative Action Compliance

Valued BEMA Supplier,

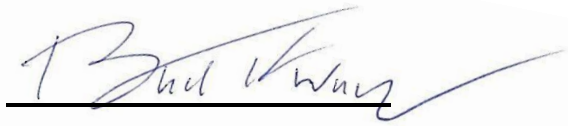
This communication is being provided to you as a supplier of parts, materials, services to BEMA Electronics, Inc. BEMA supports a wide of range business sectors and customers including the federal government. As a contractor or sub-contractor to the federal government, BEMA is subject to the nondiscrimination and affirmative action compliance requirements of Executive order 11246, as amended, the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veteran's readjustment Assistance Act of 1974, as amended.

As part of our efforts to comply with these laws and their implementing regulations, it is **BEMA's policy to treat fairly all qualified applicants and employees without regard to such factors as race, color, religion, sex, sexual orientation, national origin, disability, veteran status, or any other reason prohibited by law.**

We are required to disseminate to you, our suppliers and subcontractors, information regarding BEMA's policy, and to "request appropriate action" on your part to ensure full compliance, and to flow this requirement down to your suppliers.

We appreciate your cooperation and look forward to our continued success.

Best regards,



Bud Kwan
Purchasing Manager