

Legal Department: Citrix Systems, Inc.
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US- English

Citrix Systems, Inc.
Code of Business Conduct
Revised January 2009

To all Citrites:

Citrix believes that a fundamental ingredient of business success is that all personnel conduct themselves with basic honesty and integrity, whether it be in their dealings with the company, employees, customers, business partners or others. Ethical conduct is a core value and belief of Citrix. Our customers respect and admire us for the high standards of conduct that characterize the dealings of our employees in every business relationship. We are counting on you to maintain and enhance that reputation.

This Code of Business Conduct provides the essential guidelines you need in order to understand your responsibilities, including your obligation to comply with the law and to advise Citrix management of anything that is not in compliance with the law or these standards.

If we continue to follow and uphold our high standards of business conduct, our customers will reward us with confidence. Keep up the good work.

Mark B. Templeton
CEO & President

I. Citrix Core Principles and People

We promote high standards of conduct in our business relationships and maintain a working environment governed by Citrix's core principles. Our work toward building a world-class company is an integral part of our lives. We value people and owe it to ourselves, our families, and to each other to make it as challenging, productive, rewarding and enjoyable as we can individually make it. We work hard and have fun doing it.

II. Introduction

Citrix Systems, Inc., including all subsidiaries and affiliated entities ("Citrix") has issued this Code of Business Conduct to deter wrongdoing and to promote: (1) honest and ethical conduct by its board of directors ("directors"), employees and consultants of Citrix, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships; (2) avoidance of conflicts of interest, including disclosure to an appropriate person of any material transaction or relationship that reasonably could be expected to give rise to such a conflict; (3) full, fair, accurate, timely, and understandable disclosure in reports and documents that Citrix files with, or submits to, the U.S. Securities and Exchange Commission ("SEC"), its shareholders and in other public communications made by Citrix; (4) compliance with all other applicable governmental laws, rules, and regulations; (5) the prompt internal reporting of any violations of this Code of Business Conduct; and (6) accountability for adherence to the Code of Business Conduct.

This Code of Business Conduct provides guidance to you on your ethical and legal responsibilities. We expect all directors and employees worldwide to comply with the following standards of business conduct and Citrix's underlying policies and procedures, many of which are referenced herein. Citrix is committed to taking prompt and consistent action against violations of Citrix's policies. Violation of the standards outlined in these guidelines may be grounds for disciplinary action up to and including termination of employment or other business relationship. Employees and directors who are aware of suspected misconduct, illegal activities, fraud, abuse of Citrix's assets or violations of the standards outlined in these guidelines are responsible for reporting such matters.

Because rapid changes in our industry and regulatory environment constantly pose new ethical and legal considerations, no set of guidelines should be considered to be the absolute last word under all circumstances. Although laws and customs will vary in the many different countries in which we operate, our basic ethical responsibilities are global. In some instances, there may be a conflict between the laws of countries that apply to the operations of Citrix, its subsidiaries and affiliates. When you encounter such a conflict, you should consult Citrix's General Counsel to understand how to resolve that conflict properly.

III. Basic Obligations

Under Citrix's ethical standards, directors and employees share certain responsibilities. It is your responsibility to (i) become familiar with, and conduct Citrix business in compliance with, applicable laws, rules and regulations and Citrix policies, including this Code of Business Conduct; (ii) treat all Citrix employees, customers and business partners in an honest and fair manner; (iii) avoid situations where your personal interests are, *or appear to be*, in conflict with Citrix interests; and (iv) safeguard and properly use Citrix's proprietary and confidential information, assets and resources, as well as those of Citrix's customers and business partners.

Certain of Citrix's policies are complemented by specific responsibilities set forth in documents such as the Citrix Employee Handbook and the non-solicitation, non-competition, confidentiality and non-disclosure agreement you signed with Citrix upon the commencement of your employment with Citrix. Those policies should be separately consulted by Citrix directors and employees and are not incorporated by reference into this Code of Business Conduct. Please consult with Human Resources for copies of any policies that cannot be accessed through the Legal Web Page on *mycitrite.net*. However, you should follow these basic obligations common to all policies:

- Learn the details of policies dealing with your work. No one expects you to know all policies word for word. You should have a basic understanding of issues covered by each policy, and you should have a detailed understanding of policies that apply to your job. Check the Legal Web Page on *mycitrite.net* for the complete and latest text of Citrix policies that relates to your work.
- Seek assistance from your manager, your local Human Resources Consultant, the company's Compliance Officer, or other Citrix resources when you have questions about the application of the policies.
- Promptly raise any concern that you or others may have about possible violations of this Code of Business Conduct, laws or the Company's policies. You may make your request anonymously. Citrix will take reasonable steps to keep the identity of any person raising a concern confidential.

You have several options for raising concerns.

1. Raise your concerns with your manager;
2. Raise your concerns with your local Human Resources representative;
3. Raise your concerns with the company's Deputy General Counsel and Compliance Officer, Tony Gomes, 781-301-9694;
4. Raise your concerns with the company's General Counsel, David Friedman, 954-267-2392;

5. Submit your concern on-line, by visiting helpline.citrix.com;
6. You can also raise your concern using our toll free hotline at 1-800-425-8109 (in the US and Canada) and an operator will take your report. International calling instructions are located in the Help Line International Dialing Instructions attached to the Helpline Procedure Policy;
7. Submit your concern by mail – please send it to: Allegiance, Inc. for Citrix, 620-B Kenmore Avenue, Fredericksburg, Virginia, 22401.

All concerns raised will be presented to the Company's Chief Financial Officer and the Audit Committee of the Company's Board of Directors on a timely basis pursuant to the procedures established by the Audit Committee of the Board of Directors. Detailed information about the HelpLine Procedure Policy is set forth on the Legal Web Page of *mycitrite.net*.

- Cooperate with Citrix personnel investigating potential violations of Citrix policy.
- Pursuant to the authority vested in its committee charter, the Nominating and Corporate Governance Committee shall review any conduct of executive officers and directors of Citrix that is or may be in violation of the Code of Business Conduct. Only the Nominating and Corporate Governance Committee may grant a waiver of any provision of this Code to an executive officer or director. Any changes in or waivers of the Code granted to executive officers and directors by the Committee will be disclosed to Citrix's stockholders to the extent required by applicable rules and regulations.

IV. Policy Against Retaliation

Citrix prohibits any director or employee from retaliating or taking adverse action against anyone for raising suspected conduct violations or helping to resolve a conduct concern. Any individual who has been found to have engaged in retaliation against a Citrix director or employee for raising, in good faith, a conduct concern or for participating in the investigation of such a concern may be subject to discipline, up to and including termination of employment or other business relationship. If any individual believes he or she has been subjected to such retaliation, that person is encouraged to report the situation as soon as possible to their Citrix manager, Citrix's General Counsel, the company's Compliance Officer, or a member of Citrix's Human Resources department.

V. Specific Obligations

A. *Work Environment*

The Citrix work climate must be free from discrimination and harassment based on race, religion, gender, sexual orientation, age, national origin, disability, marital status, veteran status or other factors that are unrelated to Citrix's legitimate business interests. Citrix has policies that govern sexual harassment, discrimination and other forms of

harassment. These policies provide illustrations of prohibited forms of conduct and set forth procedures for reporting, investigating and addressing complaints of improper conduct. In addition, other activities are prohibited because they clearly are not conducive to a good work environment. They include: (1) threats of physical harm; (2) violent behavior; (3) the possession of weapons of any type; and (4) the use, distribution, sale, or possession on Citrix premises of illegal drugs or any other controlled substance, except for approved medical purposes. Furthermore, the consumption of alcohol on Citrix premises when not at a company sponsored function is forbidden in accordance with Citrix's drug and alcohol policy. Employees should not be on Citrix premises or in the Citrix work environment if they are under the influence of, or affected by, such illegal drugs, controlled substances or alcoholic beverages.

Further guidance on these policies may be found on the Legal Web Page on mycitrite.net.

B. Protection and Proper Use of Citrix Assets

i. Conflicts of Interest

Subject to Citrix policies, employees may take part in legitimate financial, business and other activities outside their jobs. Those activities, however, must be free of conflicts with their responsibilities to Citrix. A "conflict of interest" may occur when an individual's private interest interferes in any way – or even appears to interfere – with the interests of the company as a whole. A conflict situation may arise when an employee takes action or has interests that may make it difficult to perform his or her company work objectively and effectively, or that cloud or interfere with that person's judgment in the course of his or her job for Citrix. Conflicts of interest may also arise when an employee, or a member of his or her family, receives improper personal benefits as a result of his or her position in the company. Directors are subject to fiduciary duties to the company under Delaware corporate law and directors should promptly disclose any potential conflicts of interest to the remaining members of the Board of Directors prior to taking any action related to such matters. Directors should raise any questions in this regard to Citrix's General Counsel.

You should disclose your outside activities, financial interests or relationships that may present a possible conflict of interest or the appearance of a conflict. These disclosures should be made promptly in writing to your manager as well as Citrix's General Counsel. Citrix resources, intellectual property, time or facilities (including office equipment, e-mail, and computer resources) should not be used by employees or directors other than in the furtherance of the company's business objectives as set forth in Citrix's Electronic Mail, Voice Mail Access Systems and Internet Policy. It is also important that Citrix directors and employees obtain necessary approvals before accepting any position as an officer or director of an outside business concern. It will also be necessary for Citrix directors and employees to obtain the approval of the Compliance Officer when accepting

a board position with a not-for-profit entity, when there may be a Citrix business relationship with the entity or an expectation of financial or other support from Citrix.

Except as otherwise permitted under Section 402 of the Sarbanes-Oxley Act of 2002 and any rules promulgated thereunder, Citrix prohibits, directly and indirectly, including through any subsidiary, the extension and maintenance of credit, the arrangement for the extension of credit, or renewal of an extension of credit, in the form of a personal loan to or for any director or executive officer (or equivalent thereof).

ii. Confidentiality

You are permitted to use and disclose proprietary and/or confidential information only as authorized and only in furtherance of Citrix's business. In addition, you are responsible for making sure adequate safeguards are used to prevent the disclosure or loss of proprietary and/or confidential information. Citrix confidential information should only be stored on computers or storage media owned or maintained by Citrix. Citrix confidential information should not be downloaded to or stored on an employee's personal computer or removable media. Confidential information includes all non-public information that might be of use to competitors, or harmful to the company or its customers, if disclosed.

An employee must also maintain the confidentiality of third party information that Citrix has agreed to maintain confidential to the extent of any such confidentiality or nondisclosure agreement. An employee's obligation to protect Citrix proprietary and confidential information exists whether or not the information is explicitly labeled or otherwise designated as being proprietary or confidential, and the obligation continues even after leaving the company. Further guidance regarding Citrix's Confidentiality Policy is set forth on the Legal Web Page of *my citrite.net* and in your non-solicitation, non-competition, confidential and non-disclosure agreement with Citrix.

To avoid inadvertent disclosure, never discuss any information that is confidential with any unauthorized person, including family members or friends, who might inadvertently pass on this information to someone else. Furthermore, you should not discuss confidential information even with authorized Citrix employees if you are in the presence of others who are not authorized—for example, while at a trade show or in a public area such as a restroom or restaurant, an airplane or an elevator. If you believe that confidential information may have been inadvertently disclosed, please contact the Compliance Officer immediately.

If someone outside Citrix asks you questions about Citrix or its business activities relating to proprietary or confidential information, do not attempt to answer them unless you are authorized to do so. If you are not authorized, refer the person to the appropriate source within Citrix. Please consult the Statement of Company Procedures and Guidelines for Public Disclosure of Material Non-Public Information (Disclosure Policy). If you are

uncertain as to whether you are authorized to answer the question or to whom the inquiry be referred, consult Citrix's General Counsel before providing any information.

iii. Intellectual Property

a. Citrix Intellectual Property

Among Citrix's most valuable assets is its intellectual property – patents, trade secrets, trademarks, copyrights and other proprietary information. It is Citrix's policy to establish, protect, maintain and defend its rights in all commercially significant intellectual property and to use those rights in responsible ways. You must take steps to safeguard these assets regardless of whether they are labeled as proprietary or confidential, contain a copyright notice, or otherwise are explicitly designated as constituting important intellectual property of the Company. Understand and comply with the details set forth in the Intellectual Property Guide set forth on the Legal Web Page of *mycitrite.net*. Encourage our customers and partners to understand and comply with the Third Party Branding Guidelines posted to *www.citrix.com*.

b. Third-Party Intellectual Property

In addition to protecting Citrix's intellectual property rights, Citrix respects the intellectual property rights of others. Unauthorized use of the intellectual property rights of others may expose Citrix to liability. In many countries (including the U.S.), theft and misappropriation of trade secrets, proprietary information or other intellectual property may result in criminal penalties to both Citrix and to the individual.

c. Intellectual Property Rights of Others

To avoid the risk of misusing a third party's confidential information (such as information from customers, vendors, service providers or business partners), you must not, directly or indirectly, loan, copy, download or distribute such information or disclose such information to any unauthorized persons (whether or not employed by Citrix) unless you do so in accordance with the terms that have been formally agreed to by Citrix and such third party. To avoid violating the law and/or licensing requirements of third parties, as well as to minimize the risk of computer viruses, you should take special care when acquiring software (which includes computer programs, databases and related documentation) from third parties. This applies both to purchased software and to software that is made available without charge, via the Internet or otherwise. The terms and conditions of

software license agreements--such as provisions not to copy or distribute programs--must be reviewed and followed. **In no event should you copy any such software, especially any software constituting “open source code” into any development work you do for Citrix unless Citrix is clearly authorized to do so or has entered into an agreement with the owner of such software permitting such activity.** If you have any questions concerning your right to use a third party’s software, you should contact Citrix’s General Counsel.

Also, if you acquire software for your own personal equipment, you should not copy any part of such software in any development work you do for Citrix, place any such software on any Citrix-owned computer system, or generally bring such software onto Citrix premises.

VI. Conducting Citrix Business

A. Avoid Misrepresentation

Never make oral or written misrepresentations or dishonest or misleading statements to anyone.

B. Keep Accurate Records

You may not make, or participate in making, false entries in Citrix’s business records. It is your responsibility to ensure that any documentation or report that you submit or approve--such as a customer order, financial information, an expense report or time slip--is complete, accurate and contains the proper signatures. Employees who are found to have knowingly submitted or approved any documentation, report or other information containing materially inaccurate, materially incomplete or other improper data or unauthorized signatures are subject to disciplinary measures, up to and including termination. Specific guidance to all Citrix employees for implementing and conducting records management programs is contained in Citrix’s Records Management Policy (located on the Legal Web Page on *mycitrite.net*). Employees should contact the records management team with any questions about the Records Management Policy.

Have all commitments to customers and agreements, whether verbal or written, reviewed and approved in accordance with company policies and procedures. For further guidance employees should refer to the Citrix’s Revenue Recognition Policy available from the Legal Web Page on *mycitrite.net*.

C. Information About Other Organizations

Information about other companies and organizations, including competitors, must be gathered using appropriate methods. Illegal practices such as trespassing, burglary, misrepresentation, wiretapping and stealing are prohibited. In addition, you should not

solicit or knowingly accept confidential data from a competitor's employees, ex-employees or customers.

D. Bribery and Kickbacks

Citrix does not permit or condone bribes, kickbacks or any other illegal or improper payments, transfers or receipts. This prohibition is across-the-board; it applies to both giving and receiving. No employee shall offer, give, solicit or receive any money or anything else of value for the purpose of (1) obtaining, retaining or directing business, or (2) bestowing or receiving any kind of favored treatment.

No outside consultant, agent or third party of any kind shall be used or employed in any manner or for any purpose that would be contrary to this prohibition against bribes, kickbacks, and other illegal or improper payments. Fees, commissions, and expenses that are paid to such outside agents should be based upon proper billings and reasonable standards for mutual services rendered.

Employees working or traveling in certain countries on Citrix business are sometimes told by government officials or other persons that money should be paid for certain privileges, services or actions that would cost nothing in the United States or Canada. No such payments should be made without prior specific approval of Citrix's General Counsel or the Compliance Officer. If circumstances make such prior approval impossible, the payment should be disclosed to the General Counsel or Compliance Officer as soon afterward as feasible.

E. Business Entertainment and Gifts

Great care should be exercised to assure that business entertainment and gifts for customers, prospective customers, public officials and others are not excessive and cannot reasonably be construed as bribes or improper inducements. No business entertainment or gift should exceed the bounds of good taste or customary business standards in the community involved. All business entertainment and gifts should be kept at a reasonable level and be based on the expectation that they will become publicly known.

All funds expended for business entertainment and gifts must be fully and accurately documented and reflected in the books and records of Citrix.

Employees must refrain from requesting, directly or indirectly, that they be given business gifts, entertainment or favors by anyone with whom Citrix does business. When such gifts, entertainment or favors are offered to employees, they may be accepted only in the event they do not exceed the bounds of good taste or customary business standards in the community involved. Acceptance should be based on the expectation that it will become publicly known. Cash in any amount or cash equivalents (such as gift certificates) shall not be accepted by any employee.

F. Referral Fees

When authorized by Citrix, you may refer customers to third-party vendors. However, you may not accept any fee, commission, or any other compensation for this activity from anyone except Citrix.

VII. Compliance with All Laws, Rules and Regulations

Citrix is committed to compliance with all laws, rules, and regulations, including the following and those promulgated by or under the Sarbanes-Oxley Act of 2002, the Securities Act of 1933 and the Securities Exchange Act of 1934 and any rules promulgated by any exchange on which Citrix's shares are listed, including Nasdaq.

A. Insider Trading or Dealing & Stock Tipping

Citrix's "Statement of Company Policy Regarding Insider Trading and Disclosure of Material Non-Public Information" establishes standards of conduct for employees and directors who obtain material non-public information (inside information) through their work for Citrix. Insider trading or dealing means personally buying or selling stock or other securities of Citrix or any other company while in possession of inside information about the company. Likewise, this policy and the law in the U.S. and elsewhere prohibit Citrix employees or directors from "tipping" material non-public information to others. Stock tipping means disclosing inside information about a company – for example, to a relative, colleague or friend - to enable the person to buy or sell stock or other securities of the company on the basis of such information. Both the person who tips (the "tipper") and the persons who receive and later trade on the tip may be held legally liable for any profits made, or losses avoided, as a result of the tip, as well as for monetary fines and penalties and other punishments as well.

Insider trading, insider dealing and stock tipping are criminal offenses in the United States and other countries where Citrix does business. Our policy requires full compliance with applicable laws concerning insider trading, insider dealing or tipping. This policy is not meant to restrict the freedom of employees to make appropriate personal investments, or the company's right to legitimately use and disclose inside information in the ordinary conduct of its business. Further requirements concerning this policy are set forth in the Statement of Company Policy Regarding Insider Trading and Disclosure of Material Non-Public Information, which is available on the Legal Web Page of *mycitrite.net*.

B. Full, Fair, Accurate, Timely and Understandable Disclosures

Citrix strives to maintain the highest standards of financial and business reporting and to ensure that all business records and financial reports are accurate, complete, understandable and contain no false or materially misleading information or omissions.

Citrix is committed to complying with all laws, regulations and applicable accounting standards required for the fair presentation and timely disclosure of all material information, and is committed to maintaining the accuracy of all publicly disseminated information. In carrying out this commitment, we have established internal controls and procedures designed to provide reasonable assurance of achieving the following objectives:

- efficacy and efficiency of operations;
- safeguarding and proper management of Citrix's assets;
- reliability of financial reporting that is in compliance with Generally Accepted Accounting Principles; and
- compliance with all applicable laws and regulations, including, without limitation, Citrix's responsibility to maintain, evaluate and certify disclosure controls and procedures intended to ensure that financial and non-financial information is collected, analyzed, and timely reported in compliance with the SEC's rules and forms.

Our directors and employees are responsible for complying with these controls and procedures. If anyone in the company believes that Citrix's books or records are not being appropriately maintained, or that its financial condition or results of operations are not being disclosed in accordance with these controls and procedures, that person should report the matter immediately by any means indicated in Section III above.

C. Antitrust, Unfair Competition, and Trade Regulation Laws

Citrix is fully committed to free, fair, and open competition in the global marketplace. Accordingly, all Citrix employees, throughout all levels of the company, must comply with the antitrust, unfair competition, and trade regulation laws of the United States and all of the other countries in which Citrix does business. Violation of any such laws is likely to subject Citrix, as well as the individual employees involved in the conduct, to civil and/or criminal penalties, and to have other adverse consequences. Thus, any violation of these laws, or of this policy, will subject an employee to disciplinary action from Citrix. Further guidance concerning this policy is set forth in Citrix's Policy Statement and Guidelines Regarding Compliance with U.S. and International Antitrust Laws and the Policy Statement and Guidelines Regarding Compliance with EU Competition Law, which are available on the Legal Web Page of *mycitrite.net*.

D. International Trade Controls

Many countries regulate international trade transactions, such as imports, exports and international financial transactions, for a variety of reasons, including national security and foreign policy. In addition, the United States prohibits any cooperation with boycotts against countries friendly to the United States or against firms that may be "blacklisted" by

certain groups or countries. Citrix employees should learn and understand the extent to which U.S. trade controls apply to transactions conducted by their business units, even outside the United States. Any questions about the existence or interpretation of such trade controls should be directed to Citrix's General Counsel.

E. Interacting with Governments

Citrix conducts business with many national governments (including government-owned enterprises), and their political subdivisions such as states, provinces and municipalities. Citrix also interacts with many government agencies, ministries, officials, and public international agencies. Citrix is committed to conducting its business with all governmental representatives with the highest ethical standards and in compliance with applicable laws and regulations, including the special requirements associated with government transactions. Citrix employees must abide by applicable laws and regulations, with particular emphasis on those special requirements associated with government contracts and transactions. Anyone providing goods or services for Citrix on a government project or contract – such as consultants, agents, sales representatives, distributors, independent contractors and subcontractors – should agree to comply with the principles set forth in this paragraph. Refer to the Standards of Business Conduct for the United States Government Marketplace, which is available on the Legal Web Page of mycitrite.net.

VIII. Penalties for Violations

Citrix employees, directors and affiliates have an obligation to abide by the terms of this Code of Business Conduct and all applicable laws, rules and regulations. Citrix is committed to taking prompt and consistent action in response to violations of this Code of Business Conduct. Any person who is subject to the provisions of this Code of Business Conduct and violates the Code of Business Conduct is subject to disciplinary action, up to and including immediate termination of employment or other business relationship. Citrix will promptly investigate reports of suspected violations of this Code of Business Conduct on a case-by-case basis and apply an appropriate sanction, including, in its sole discretion, reporting the violations to the authorities.

IX. Employment Status

Nothing in these guidelines shall be construed as or deemed to constitute a contract of employment or confer upon any employee a right to employment for any specified period or definite duration or interfere with the right of Citrix or an employee to terminate their employment relationship.

X. Summary

The guidelines for business conduct outlined in this booklet serve as a written formalization of certain basic standards in order to assist employees in their conduct of Citrix's business. The standards for business conduct outlined in this booklet do not constitute an exhaustive list. Citrix may, at any time, in its sole discretion, supplement, modify or withdraw anything contained herein, with or without advance notice.

We expect every employee to uphold these standards. To that end, each employee is required to acknowledge their receipt of these standards by signing and dating Attachment A and returning it as instructed by Citrix's Human Resources Department.

Employees who at any time have any questions concerning these guidelines or ethical conduct generally should contact their Manager, their Human Resources Representative, Citrix's General Counsel or the Compliance Officer.

Receipt of Code of Business Conduct

As Citrix continues to grow and expand, and as the law changes, it may be necessary for the Code of Business Conduct to be revised. To make it convenient for employees to receive the most up-to-date information, the Code of Business Conduct can be found on the Legal Web Page on *mycitrite.net*. It is also available publicly on the citrix.com website under About Citrix/Governance.

I have received a copy of the Citrix Systems, Inc. Code of Business Conduct (the “Code”) and acknowledge it is my responsibility to read and understand its contents. I understand my obligation to comply with this Code and with the law, and my obligation to report to appropriate personnel within Citrix any and all suspected violations of this Code or of any laws, rules or regulations. I understand that Citrix expressly prohibits any director or employee from retaliating against any other director or employee for reporting suspected violations of the Code or of any laws, rules or regulations. I understand that a variety of resources are available if I have questions about specific conduct, Citrix policies, or any laws, rules, or regulations.

Other than as set forth in the local laws of the jurisdiction under which I am employed, I understand that Citrix is an “at will” employer and as such employment with Citrix Systems, Inc. is not for a fixed term or definite period and may be terminated at the will of either party, at any time, with or without prior notice. In addition, I understand that this Code of Business Conduct states Citrix’s policies and practices in effect on the date of publication. I understand that nothing contained in this Code of Business Conduct may be construed as creating a promise of future benefits or a binding contract with Citrix for benefits or for any other purpose. I also understand that these policies, practices and procedures are continually evaluated and may be amended, modified or terminated at any time. I understand and acknowledge that it is my responsibility to review the on-line Code of Business Conduct on a consistent basis to stay abreast of any updates.

Please sign and date this receipt and return it to the Human Resources Department.

Printed Name: _____

Signature: _____

Date: _____