



STANDARDS OF BUSINESS CONDUCT - AMENDMENTS AND WAIVERS

IV. AMENDMENTS

AMENDMENT EFFECTIVE DECEMBER 12, 2005

Effective December 12, 2005, Ethical Standards Section D, Part II, entitled "Responsibility to Other Businesses," subheading "Acceptance of Gifts" was amended to provide that if a Cast Member or employee receives a gift not in the ordinary course of business, option "3" is to "keep the gift and make a charitable donation, through the Company, for the amount by which the fair market value of the gift exceeds \$75." Previously, this section provided that the charitable donation be for an amount equal to the gift's fair market value.

AMENDMENT EFFECTIVE JUNE 1, 2006

Effective June 1, 2006, Legal Standards Section D, Part II, entitled "Foreign Corrupt Practices Act and Related Matters" was amended to add the following new paragraph at the end of the Section:

The Company, and each Cast Member and employee acting on its behalf, will comply with all trade laws and customs compliance programs.

All Cast Members and employees involved in the movement of goods or technology across international borders are responsible to know and perform their duties in accordance with the trade laws and regulations of the country(ies) in which the Company is doing business. This includes, but is not limited to, import/export laws, taxes and duties, counter-trade laws, regulations and any supply chain security programs in which the Company participates (e.g., Customs-Trade Partnership Against Terrorism). Cast Members and employees with any questions concerning whether the Company is in compliance should report their concerns to the Corporate Legal Department.

AMENDMENTS EFFECTIVE JANUARY 26, 2007

Effective January 26, 2007, Part I, Ethical Standards, Section D, "Responsibility to Other Businesses," second paragraph, was amended in its entirety to read as follows:

Certain methods of collecting information about competitors and those with whom we do business are prohibited, such as theft, blackmail, wiretapping, bribery, trespass, industrial espionage, receipt of stolen property, or asking or inducing others to disclose confidential information of a current or previous employer without the consent, knowledge or acquiescence of the employer. Collecting information by misrepresenting facts, employee identity or Company affiliation is also prohibited without the prior approval of the Company's General Counsel.



Effective January 26, 2007, Part I, Ethical Standards Section C, "Responsibility to the Company and Shareholders," under the sub-section entitled "Doing Business, or Influencing Business Relationships with Family Members and Affiliates; and Other Conflicts" was amended to add the following paragraph:

Unless otherwise permitted by Company policy (such as the Inventor Program), if any employee wishes to submit to the Company for consideration any project which is outside the regular course and scope of that employee's duties for the Company: (a) such project must be submitted in a manner consistent with Company policy; (b) the project must be one as to which the Company otherwise has no rights pursuant to law, agreement, or Company policy; and (c) approval may not be given, or payment for the project accepted, without the concurrence of the immediate supervisor of the person providing such approval, as well as the supervisor of the employee receiving payment. (If either supervisor is not at least a Senior Vice President, then approval from the next level supervisor who is a Senior Vice President is required.)

AMENDMENT EFFECTIVE OCTOBER 5, 2009

Effective October 5, 2009, Ethical Standards Section D, entitled "Acceptance of Gifts" was amended to add the following new paragraph at the end of the Section:

This gift policy also applies to acceptance of a gift for the benefit of any specific group or department at the Company. Thus, for example, it is prohibited to accept a gift from a vendor for a departmental party or event - including as a prize to be distributed at the party or event. Furthermore, it is prohibited to solicit a gift from any person or entity that is doing, or seeking to do, business with the Company -- other than for charitable purposes where no employee or Cast Member receives any benefit from the gift.

AMENDMENT EFFECTIVE FEBRUARY 17, 2011

Effective February 17, 2011, Ethical Standards Section D, entitled "Acceptance of Gifts" was amended as follows:

The first sentence of the section now reads as follows: "No Cast Member or employee may solicit any gift, or in any one calendar year accept more than one gift - the fair market value of which may not exceed US\$75 - from any one person or entity that is doing, or seeking to do, business with, or is a competitor of, the Company."

The second to last sentence of the second paragraph of the section now reads as follows: "By way of example, a tangible item such as a watch will almost never be in the ordinary course of business, while intangible benefits, such as admission to a sporting event or an invitation to a golf outing, when accompanied by the donor, may be."