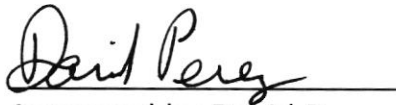


Phoenix Quality Policy

Phoenix is dedicated to providing employment opportunities to individuals with disabilities. This will be achieved through providing quality goods and services, with an emphasis on the following:

- **L**istening to employees and improving our processes
- **I**mproving people's lives
- **V**aluing our customers and striving for customer satisfaction
- **E**nsuring a safe workplace
- **S**etting measurable objectives



Approved by David Perez
President and CEO