

# marcone | SUPPLY

## Appliance, Cooling & Property

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October 19, 2010

### Marcone Supply Establishes Committee on Compliance & Ethics

Since 1932, Marcone Supply has earned a well-deserved reputation as a company with high professional and ethical standards. We are a company of “good people performing the basics perfectly, allowing us to exceed our customers’ expectations.” Our standards are rooted in shared values which traverse the organization—at all levels. In short, the Marcone family is comprised of good people working together to do the right things for their fellow employees, our vendors and our customers.

Like most growing companies, Marcone requires greater structure to ensure that we have established standards of ethical behavior across the company. It takes more than desire to make certain that the “right things are done right”—it also takes a structure and a commitment by a dedicated and seasoned senior leadership team to ensure that Marcone’s policies, practices and procedures are universally executed throughout our organization. Compliance with our established professional and ethical standards across the board is of paramount importance to the organization.

To that end, we are pleased to announce our newly established Committee on Compliance & Ethics (CCE), tasked with the establishment and enforcement of ethical standards for the organization. Additionally, the Committee will recognize and reward outstanding contributions of our employees—the often difficult decisions that illustrate integrity and ethical behavior, and exemplify that “right things are done right.”

The CCE will be led by Dave Ganz, Vice President, Freight and Facilities, as our newly appointed Vice President, Compliance and Ethics. In this expansion of his current role, Dave will be overseeing our CCE Members, including: Rick Vogel, Vice President, Customer Experience & Member Services, and Rear Admiral Lee Metcalf, United States Navy, Retired. RADM Metcalf has extensive background and experience in matters of regulatory compliance.

The confidential Marcone Integrity Hotline (866-856-0566) will be available to all employees, customers, and vendors and serve as a readily accessible communications link for your comments – both positive and negative – concerning ethical behavior. We have also established the [compliance@marcone.com](mailto:compliance@marcone.com) email as an alternative communications portal for your convenience. If you see a fellow employee doing “right things right,” or a business practice that might be questionable, let us know. Our intent is to keep our Company strong and maintain an environment of high ethical standards. If our Company falters, or is put at risk by the misdeeds of others, those misdeeds have the potential to cause widespread harm. If you have any thoughts or ideas on this subject, please feel welcome to contact any member of the CCE.

I continue to be thankful for my fellow employees, our customers, our vendors, and the team environment that we have fostered at Marcone. Please join me in thanking Dave Ganz, Rick Vogel, and Rear Admiral Metcalf on their willingness to serve Marcone in this critically important capacity.

Best Regards,



**Jim Souers**  
President, Marcone Supply