

THOMAS BUILT BUSES, INC. POLICY STATEMENT

Section 26.1, 26.23

Objectives/Policy Statement

Thomas Built Buses, Inc. (TBB) has established a Disadvantaged Business Enterprise (DBE) program in accordance with regulations of the U.S. Department of Transportation (DOT), 49 CFR Part 26. TBB has not yet received Federal Financial Assistance from the Department of Transportation, but as a condition of receiving any assistance, TBB has signed this policy statement as assurance it will comply with 49 CFR 26.

It is the policy of TBB to ensure that all DBE's that are defined in part 26, have an equal opportunity to receive and participate in DOT–assisted contracts. It is also TBB's policy:

1. To ensure nondiscrimination in the award and administration of DOT – assisted contracts;
2. To create a level playing field on which DBE's can compete fairly for DOT-assisted contracts;
3. To ensure that the DBE Program is narrowly tailored in accordance with applicable law;
4. To ensure that only firms that fully meet 49 CFR Part 26 eligibility standards are permitted to participate as DBE's;
5. To help remove barriers to the participation of DBE's in DOT assisted contracts;
6. To assist the development of firms that can compete successfully in the market place outside the DBE Program.

Kenneth Hedgecock has been delegated as the DBE Liaison Officer. In that capacity, Kenneth Hedgecock is responsible for implementing all aspects of the DBE program. Implementation of the DBE program is accorded the same priority as compliance with all other legal obligations incurred by TBB in its financial assistance agreements with the Department of Transportation.

TBB has disseminated this policy statement to Irina Maltseva, Chief Financial Officer, Leslie Kilgore, VP Engineering Christopher Russell, VP of Operations, Ken Hedgecock, VP of Sales, and Mktg and Service, these are the *governing officials of TBB* and for all of the components of our organization. TBB has distributed this statement to DBE and non-DBE business communities that performed work or have not yet performed work for TBB on DOT-assisted contracts. This information has been distributed via email and the TBB URL Website. This information will be made available to all TBB subcontractors/suppliers via email or mail.

Caley Edgerly/President/CEO

Date