



Release Aug 3rd, 2013

SUBJECT: Disadvantaged Business Enterprise Goal

EMP is a major component supplier to the Transit Bus Market which is governed by the rules of the Federal Transit Administration. We have been working with many of our suppliers already to Identify Country of Origin (COO) and American Content to adhere to the "Buy America" rules. This is in addition to our NAFTA reporting requirements which we have been tracking in the past and will continue to gather on a yearly basis.

We are now also being asked by our customers to identify our DBE plan so that they can include this in their DBE goal submission to the FTA (Federal Transit Administration), which is one of the requirements in all federally funded contracts

The definition of DBE according to FTA website is as follows;

- The Disadvantaged Business Enterprise program is one dedicated to helping small businesses owned and controlled by socially and economically disadvantaged individuals, including minorities and women , in participating in contracting opportunities created by DOT financial assistance programs.
• This program originally began in 1980 as a minority business enterprise program and was later expanded to include women owned firms in 1987.
• In 1999, the Supreme Court's decision in Adarand v. Peña held that affirmative action programs must be "narrowly tailored to serve a compelling governmental interest," in addressing discrimination. Thus, the DBE program seeks to create a level playing field on which DBE can compete fairly for USDOT-assisted contracts

For more information please refer to the following links:

- FTA Website: http://www.fta.dot.gov/civil_rights.html
• Directories by state: http://www.osdbu.dot.gov/DBEProgram/StateDOTDBESites.cfm

Please fill in the below information and return this entire form with a signature to EMP by AUG 9TH-

1. Company Name/Plant Location:: _____

2. Description of product supplied to EMP: _____

3. Is your company registered as a DBE (some classifications listed below)? YES OR NO?

4. If so, which one, and please provide your Government ID or registration number for this

Classification: _____

- Disadvantaged Business Enterprise (DBE)
Women Business Enterprise (WBE)
Small Disadvantaged Businesses (SDB)
Minority Disadvantaged Businesses (MDB)
Service-Disabled Veteran-Owned Businesses (SDVOB)

We will try to consolidate all of these compliance requests next year. We have one more that will be coming very soon for "Conflict Minerals".

Thank you in advance. EMP's Transit Bus Market is a critical part of our business and our success depends on the cooperation of our supply base on these compliance requests.

Chris Doyle
Director of Purchasing
Engineered Machined Products

cc: Rachel Johnson, Brenda Hardy, Ryan Pare, Dan Mayville and Tom VanDresse

www.emp-corp.com

Corporate Headquarters

P.O. Box 1246 / 3111 N. 28th Street
Escanaba, MI 49829
906.786.8404 Fax 906.786.6635

Research & Development Facility

2701 North 30th Street
Escanaba, MI 49829
906.789-7497 Fax 906.789.7825

Indiana Operations

5750 Kopetsky Drive, Suite A
Indianapolis, IN 46217
317.786.3476 Fax 317.786.4981