

## **Supplier Ethics**

**Subject:** Appropriate conduct in dealing with suppliers

**Ref:** Anti-Kickback Law; FCI Company Policy

**Date:** 3-28-11

The acceptance of gifts of any kind is strictly prohibited. At no time shall any Flexible Circuits, Inc. employee accept any gifts from any supplier (ie. dinners, tickets to events, trips, clothing, consumables, etc.).

Flexible Circuits, Inc. employees are prohibited to go out to lunch with any suppliers. All working relations will be done within FCI's building. Lunch and Learns that the suppliers put on usually entail the supplier buying lunch for the customer for the event. This is an accepted practice and will be allowed.

This is to be effective immediately upon the date of this letter, 3-28-11.

David M. Stollsteimer  
President, Flexible Circuits, Inc.