

Respectful Workplace

The Susquehanna Township Authority ("Authority") strives to maintain a workplace that fosters mutual respect and promotes harmonious, productive working relationships. Authority believes in going beyond what is required by law, and expects our employees to treat each other in a manner that they would like to be treated. Authority expects its employees to treat other individuals with the respect that is due to every person, whether it be another employee, partner, associate, client, or visitor to our premises. Authority prohibits any behavior that is discourteous, demeaning or disrespectful toward other individuals. Such behavior may include, but not be limited to:

- telling jokes that demean another individual or group of individuals
- name calling or nicknames that may be offensive
- taking credit for another individual's work or ideas
- refusing to speak or communicate with another individual
- offensive verbal, visual or physical conduct
- repeated negative comments about another, whether spoken or in writing
- threatening another individual
- invading another's privacy
- knowingly blaming another individual for a mistake they did not make
- purposefully invading another's personal space
- gossiping about another individual
- any type of "bullying" behavior

Authority expects that everyone will act responsibly to establish a friendly and respectful work environment. If an employee feels that he/she has been subject to any form of disrespectful behavior, the employee should immediately report that conduct to the managing partner, firm president or office manager within three business days of the offending conduct.

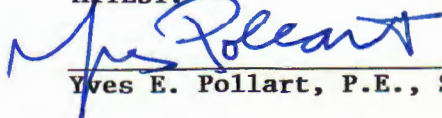
All employees should notify the managing partner or firm president about any disrespectful behavior that they witness or are told another person received. Authority will conduct its investigation in as confidential a manner as possible. Interviews, allegations, statements, and identities will be kept confidential to the extent possible. However, Authority will not allow the goal of confidentiality to be a deterrent to an effective investigation. A timely resolution of each complaint will be reached and communicated to the employee. Appropriate corrective action, up to and including termination, will be taken promptly against any employee engaging in disrespectful behavior. The corrective action issued will be proportional to the severity of the conduct. The alleged perpetrator's employment history and any similar complaints of prior disrespectful behavior will be taken into consideration. Authority reserves the right to determine whether any type of behavior is disrespectful and injurious to the morale of the firm.

8233-001/156670

RESOLVED AND ENACTED by the Susquehanna Township Authority this

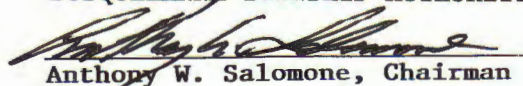
5th day of January, 2010.

ATTEST:



Yves E. Pollart, P.E., Secretary

SUSQUEHANNA TOWNSHIP AUTHORITY



Anthony W. Salomone, Chairman