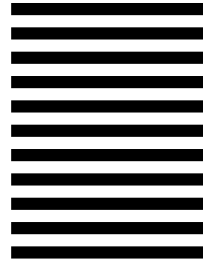


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I certify that I have read the University of Texas Medical Branch at Galveston Standards of Conduct Guide and understand that it represents laws, policies, rules and regulations applicable to the University of Texas Medical Branch at Galveston. Compliance with these laws, policies, rules and regulations is mandatory. Adherence to and support of the Standards of Conduct Guide and participation in related activities and training will be considered in annual evaluations of all employees.

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