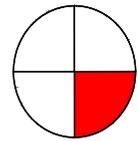


Board of Directors Policy



Policy Type: Executive Limitations

Policy #: EL9

Policy Name: French Language Services

Page #: 1 of 1

Creation Date: September 21, 2020

Effective Date: September 21, 2020

Monitoring: May

With respect to French Language Services, the CEO may not operate without a French Language Services Plan.