

**Cottonwood, Inc.
Policies and Procedures**

SECTION: Cottonwood Industries

POLICY NO: 20-008

SUBJECT: Struck Work

EFFECTIVE DATE: May 1988

Policy:

Cottonwood, Inc. will not accept sub-contract work that is the result of a strike from any business. In the event of a strike from an existing customer, we will continue to accept work to which we had previously been committed.

Procedures:

1. The Business Development Manager will not knowingly seek or procure work from any business in a strike situation.
2. Should an existing customer go on strike, Cottonwood, Inc. will not cross the picket line to pick up or deliver work. In the event of a strike, the customer will assume all transportation responsibilities.