

Code of Business Conduct & Ethics Waivers

On October 1, 2020, the Company's board of directors (the "Board") approved a waiver of the Company's Code of Conduct with respect to Ross Dove, the Company's Chief Executive Officer, to permit the purchase of up to an aggregate of \$50,000 in the Company's common stock from the Company in an underwritten offering. Under the terms of the Code of Conduct, trading in the Company's securities during certain "quiet periods" (as described in the Code of Conduct) by any persons covered by the policy, including the Company's officers and directors, is prohibited. After consideration of the terms and conditions of the investment, as well as the particular facts and circumstances surrounding it, the Board determined a waiver of the Code of Conduct to be appropriate.