

DCR CORPORATE COMPANY POLICY

All employees must comply with the DCR Telecommunications corporate policy on business and inter-office conduct. Any infraction of below said polices will result in disciplinary action which could result in immediate termination if warranted. The DCR telecommunications, Inc. company policy is written and approved by all officers of the corporation.

DCR's Business conduct and ethics code is built on our core values and highlights the principles that guide our business conduct. It provides questions and answers for situations that you might encounter on the job and lists resources for help or further information. When each of us follow the code, we have made a commitment to the values that have made DCR telecommunications, Inc. admired both as a business partner and as a valued citizen of the greater Truckee Meadows right here in Northern Nevada. It is important to note, however, that violations of the code, or policies referred to in the code, could result in discipline, including termination of employment and/or criminal prosecution.

OUR ROLE AND RESPONSIBILITY

All of us must obey the letter and spirit of the law at all times, wherever we live or work. Each of us must comply with this code, and with all the company policies. If we do so, we may face disciplinary action, possibly including termination. Likewise, any supervisor, manager, officer, or director who is aware of any violation and does not promptly report and correct it may be subject to similar consequences.

CONFLICTS OF INTEREST

At DCR Telecommunications, Inc. we always expect one another to act in the best interest of the company. This means that business decisions should be made free from any conflict of interest. They should also be impartial. We must make our decisions based on sound business reasoning. Conflicts of interest may occur when an individual's outside activities or personal interests conflict or appear to conflict with his or her responsibilities to DCR Telecommunications, Inc. An outside activity would be considered a conflict of interest if it has a negative impact on our business interests, negatively affects DCR's reputation or relations with others, or interferes with an individual's judgment in carrying out his or her job duties. Also, to compete against the company, use their position or influence to secure an improper benefit for themselves or others, or takes advantage of inside information or their position with the company.

1. **HONESTY** – This is our number one policy. Honesty refers to a facet of moral character and connotes positive and virtuous attributes such as integrity, truthfulness. This alone should be enough for understanding on what is truly important in productivity, team building, and general positive moral at the office and field. Honesty is our only option. With each other, and every one of our clients.
2. **Integrity** – We are honest with others and ourselves. We meet the highest ethical standards in all business dealings. We do what we say we will do. We accept responsibility and hold ourselves accountable for our work and our actions.
3. **Trust** – We trust, respect and support each other, and we strive to earn the trust of our colleagues and partners.
4. **Diversity** – We learn from and respect the work environment in which we work. We value and demonstrate respect for the uniqueness of individuals and there varied perspectives and talents they provide. We have an inclusive work environment and actively embrace a diversity of people, ideas, talents, and experience.

Corporate officer signature:

Employee signature:

Date: