

NONDISCRIMINATION COMPLIANCE STATEMENT

COMPANY NAME
Institute for Fisheries Resources

The company named above (hereinafter referred to as "prospective contractor") hereby certifies, unless specifically exempted, compliance with Government Code Section 12990 (a-f) and California Code of Regulations, Title 2, Division 4, Chapter 5 in matters relating to reporting requirements and the development, implementation and maintenance of a Nondiscrimination Program. Prospective contractor agrees not to unlawfully discriminate, harass or allow harassment against any employee or applicant for employment because of sex, race, color, ancestry, religious creed, national origin, disability (including HIV and AIDS), medical condition (cancer), age, marital status, denial of family and medical care leave and denial of pregnancy disability leave.

CERTIFICATION

I, the official named below, hereby swear that I am duly authorized to legally bind the prospective contractor to the above described certification. I am fully aware that this certification, executed on the date and in the county below, is made under penalty of perjury under the laws of the State of California.

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| OFFICIAL'S NAME William F. Grader, Jr. | |
| DATE EXECUTED July 1, 1998 | EXECUTED IN THE COUNTY OF San Francisco |
| PROSPECTIVE CONTRACTOR'S SIGNATURE <i>William F. Grader</i> | |
| PROSPECTIVE CONTRACTOR'S TITLE Executive Director | |
| PROSPECTIVE CONTRACTOR'S LEGAL BUSINESS NAME Institute for Fisheries Resources | |