

**EXHIBIT 3**  
Companies with Sample Codes of Conduct

<b>Company</b>	<b>Website</b>
General Electric	<a href="http://www.ge.com">www.ge.com</a>
American Standard	<a href="http://www.americanstandard.com">www.americanstandard.com</a>
Nike	<a href="http://www.nike.com">www.nike.com</a>
Procter & Gamble	<a href="http://www.pg.com">www.pg.com</a>
Lockheed Martin	<a href="http://www.lockheedmartin.com">www.lockheedmartin.com</a>
Time Warner	<a href="http://www.timewarner.com">www.timewarner.com</a>