

Amendments — During Prior 12 Months

On August 3, 2018, the Board of Directors approved changes to the Company's Code of Business Conduct and Ethics and the CEO/Senior Financial Office Code of Conduct to provide that prohibitions in the "Gifts and Entertainment" policy do not apply to the Chief Executive Officer, the executives that report to her, and certain other senior leaders, in connection with hosting of, or attendance at, events that are intended to facilitate business goals and are reasonable given the context. In addition, the amendments provide a mechanism for other employees to obtain exceptions to those prohibitions in appropriate circumstances.

Waivers — During Prior 12 Months

None