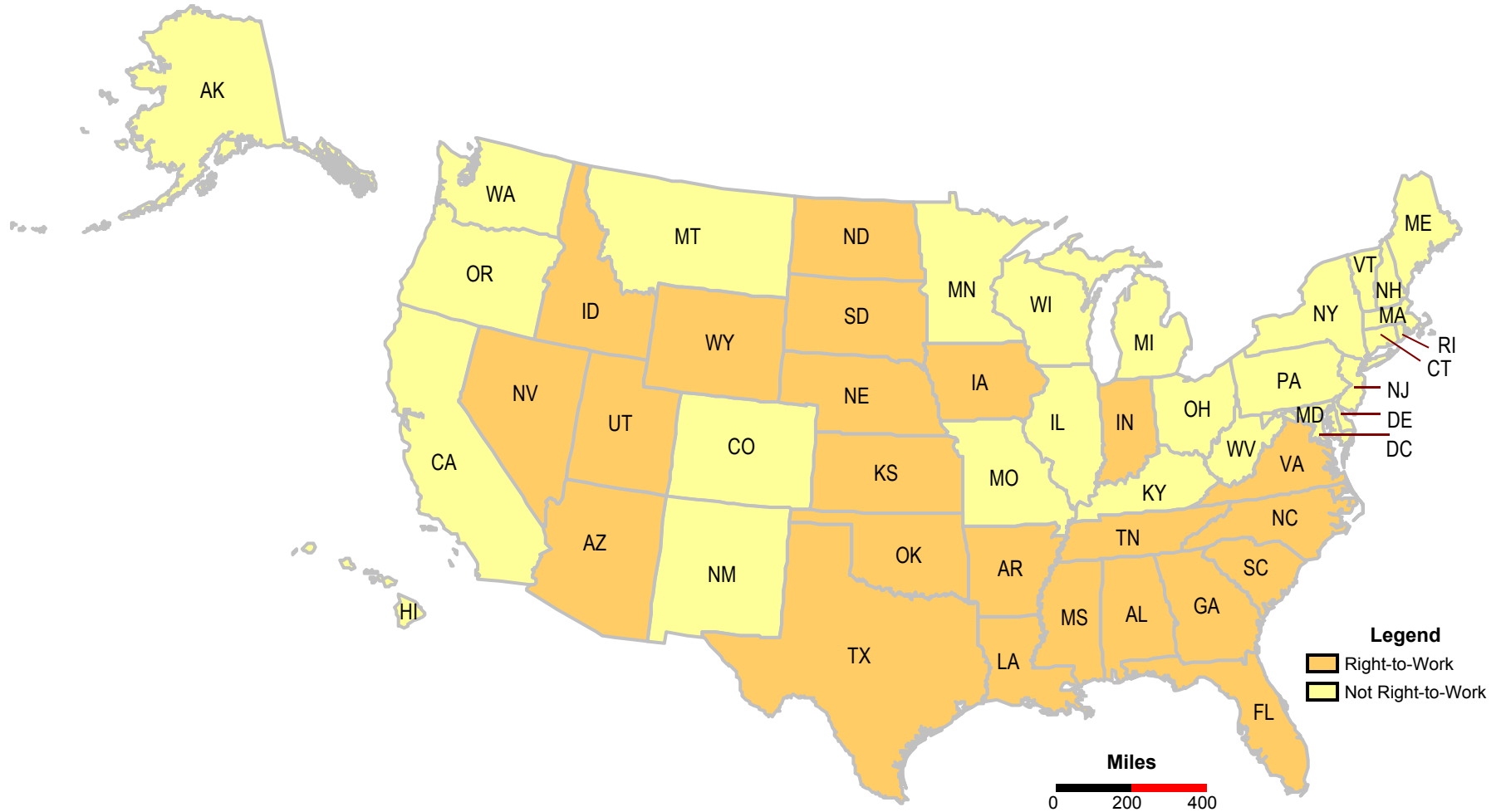


Alabama is a Right-to-Work State



Alabama's right to work law declares as public policy that the right of persons to work shall not be denied or abridged on account of membership or nonmembership in any labor union or labor organization. No person shall be required by an employer to become or remain a member of any labor union or labor organization as a condition of employment or continuation of employment. Twenty-three states have passed Right to Work legislation.