

CODE OF ETHICS FAQ

CONFIDENTIALITY OF ETHICSPPOINT REPORTING SYSTEM

QUESTION: It is my understanding that all Cascade computers generate a server log that shows every website that my PC connects with. If I file a complaint on EthicsPoint from my work computer won't this log identify me as a report originator?

ANSWER: You are correct. Cascade computers do keep server logs showing every web site your computer connects with. As a matter of strict policy we would never search these logs to try to identify the report originator. However, if you have any concern whatsoever, you may want to file the complaint on a non-Cascade computer.

Note that fewer than 12% of reports are generated during business hours. Most people prefer to report from their home or at a publicly available computer, such as at a library, after hours and on weekends. (Source EthicsPoint)

QUESTION: If I file a report from home how can I be assured that I will remain anonymous?

ANSWER: EthicsPoint does not generate or maintain any internal connection logs with IP addresses. Therefore, no information linking your PC to EthicsPoint is available.

A report from home, a neighbor's computer, or any internet portal will protect your anonymity. An internet portal never identifies a visitor by screen name and the EthicsPoint system strips away IP addresses. The EthicsPoint service does not identify the report generator. That security level was one of the reasons we chose EthicsPoint as our service provider.

INSIDER TRADING

QUESTION: I don't work in the accounting department and I am not an executive. Can I ever be considered an insider?

ANSWER: Yes. Inside information is nonpublic information that might influence a knowledgeable investor to make a different decision to buy or sell Cascade shares than they would have made based on information available to the public at large. An example of this type of nonpublic information would be knowledge of a very large pending product liability lawsuit, knowledge of a potential large pollution issue, or knowledge of a large acquisition that is being negotiated. This kind of information might influence a knowledgeable investor and consequently, meets the definition of insider information. If you are aware of this kind of information you are considered an insider. If you have any question as to whether particular information meets this definition, contact Andy Anderson or Joe Pointer for clarification.

CONFLICT OF INTEREST & RELATED PARTY TRANSACTIONS

QUESTION: As an employee of Cascade, is it possible for a member of my family or a close personal friend to be a vendor or customer?

ANSWER: Yes, as long as a number of stringent conditions are met. Cascade's Board of Directors has recognized that there are situations where it may be in the best interests of a company to do business with someone who may be related in some way to a Cascade employee. In order to provide a practical approach to this ethical issue, and to insure that all potential vendors and customers are treated and evaluated fairly, the Board adopted an amendment to the Code in September, 2007. The amendment permits the CEO, the CFO, or the Board of Directors to approve situations which may be conflicts of interest. *It is important to remember that, unless approved by the CEO the CFO or the Board, situations involving actual or potential conflicts of interest are strictly prohibited.*

Briefly summarized, the amendment allows vendors or customers who are related in some way to a Cascade employee to transact business with the company as long as: (1) there is complete disclosure of the relationship; (2) the relationship has been reviewed and formally approved to insure that Cascade's interests are protected; (3) the vendor or customer is treated in exactly the same manner as all other similar vendors or customers and; (4) the employee has no influence or authority over the business transactions or relationship.

There are two classes of review and approval.

1. A relationship between a vendor or customer and an employee who is not an officer or director of the company must be disclosed and approved by either the CEO or the CFO.
2. A relationship between a vendor and an officer (such as the CEO, CFO, a vice president or the treasurer) or director of the company must be disclosed and approved by the Board of Directors.

Of course it is always a prohibited conflict of interest for an employee to compete with Cascade or to assist or share any Cascade information with, or assist, a Cascade competitor or anyone working for a Cascade competitor.

INTERNET USAGE

QUESTION: Can I use the Cascade internet system for personal e-mails and internet access?

ANSWER: You may, to a limited extent. Cascade's e-mail systems and internet connection are extremely important business tools and are intended to be used for Cascade business purposes. However, we do recognize that a nominal amount of personal e-mail communication and internet usage may be necessary during the day, much like telephone communication. It is the employee's responsibility to insure that they do not abuse the privilege of using Cascade's systems for personal purposes and that it does not interfere with their job. We must stress that there are certain usages that are always strictly prohibited under any circumstance.

Under no circumstances will we tolerate abusive, obscene, offensive, or profane e-mail or the use of internet access to view or download any content that is unprofessional, inflammatory, or inappropriate for business use. What an individual employee may consider inoffensive may, in fact, be quite offensive to others. Cascade retains the exclusive right to make judgments about the appropriateness of internet and e-mail content.

There are absolutely no circumstances in which sexually oriented or explicit material or references are appropriate in internet sessions or e-mail communications, whether personal or business in nature. This is a "zero tolerance" policy.

Inappropriate e-mail communications between company employees, including mutually exchanged communications, may constitute conduct that meets the legal definition of sexual harassment in the workplace. Under no circumstance will e-mail communications that could, in any way, be construed as sexual harassment be tolerated, even in cases where both parties are willing participants.

There are serious disciplinary consequences associated with violating these policies, up to and including termination of employment.

QUESTION: Can the company access my e-mails and internet usage records?

ANSWER: Yes. E-mails and internet connections that originate on, or are received on Cascade's systems are considered company records. Although we do not routinely monitor e-mail communications, you should always be aware that Cascade has the right to review current and past e-mail correspondence and internet records at any time and will do so if we suspect that a serious violation of policy may have occurred. While this policy may have some restrictions in certain countries, it is almost always upheld when the policy has been previously made known to the employees.

OWNERSHIP OF INTELLECTUAL PROPERTY

QUESTION: If I invent something while employed at Cascade that has nothing to do with Cascade's business, does the Company own the rights to it?

ANSWER:

No. Our original Code of Ethics policy on intellectual property ownership could have been misinterpreted to apply to everything a person conceived, developed or invented during their employment, whether or not it had anything to do with Cascade's business. That was never our intent. In September, 2007, the Board amended the policy to read as follows:

“Products, improvements and ideas for products or improvements developed during your Cascade employment and relating in any way to products Cascade has designed, manufactured or marketed, or to products considered for manufacture or marketing by Cascade are the property of Cascade.”

We believe this language makes the policy much clearer.