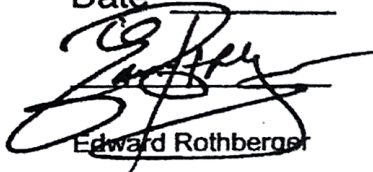




Non-Discrimination Policy

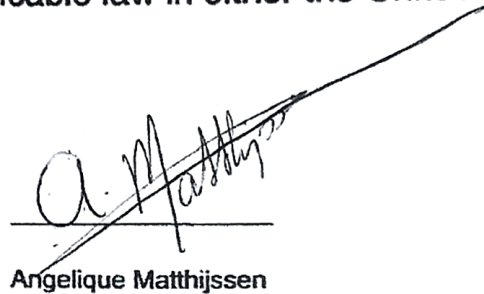
NTC De Brug Portland does not unlawfully discriminate internally (in its administrative and program operations) or externally (in its recipients of services) on the basis of race, political orientation, religion, gender, sexual orientation, age, national origin, ethnicity, ancestry, marital status, veteran status, or mental or physical disability or any other status prohibited by applicable law in either the United States or the Netherlands.

Date:



Edward Rothberger

Chairman NTC De Brug Portland



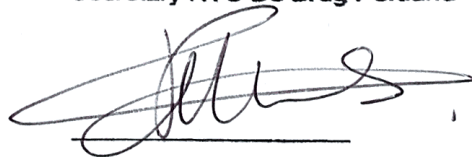
Angelique Matthijssen

Secretary NTC De Brug Portland



Robert van der Hoest

Treasurer NTC De Brug Portland



Liesbeth Theeuws

General board member NTC De Brug