



September 25, 2001

Dear Sir or Madam:

Lodestar Energy Inc. is subject to federal regulations concerning equal employment opportunity and affirmative action. According to these regulations, Lodestar is also required to provide written notification to all of its subcontractors, vendors, or suppliers requesting appropriate action on their part.

Please review the enclosed notification and contact us if you have any questions concerning your potential obligations.

Thank you for your cooperation.

Sincerely,

A handwritten signature in cursive script that reads "Linda J. Crouse".

Linda J. Crouse
Director of Human Resources

Enclosure

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DIVISION OF
OIL, GAS AND MINING

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LODESTAR ENERGY, INC.

Equal Employment Opportunity Notification

As used in this Notification, the word "contract" shall mean either "contract," "order" or "subcontract;" the work contractor shall mean either "contract," "seller," or "supplier."

I. Equal Opportunity Clause – Executive Order 11246

Unless exempt from its provisions, the contractor agrees to be bound by the equal opportunity clause, set forth by the U. S. Department of Labor, 41 CFR 60-1.4, during the performance of any contract placed with the contractor by Lodestar.

II. Written Affirmative Action Program and EEO-1 Report

The contractor further acknowledges and accepts the obligation of contractors, subcontractors and supplier having 50 or more employees and an agreement, purchase order or contract of \$50,000 or more to report annually on Standard Form EEO-1 and to develop and maintain for each of its establishments a written affirmative action program meeting the requirements prescribed by 41 CFR 60-1.40.

III. Vietnam Era Veterans Readjustment Assistance Act of 1974

The contractor agrees that the affirmative action clause set forth by the U.S. Department of Labor, 41 CFR Part 60-250.4, is hereby incorporated by reference herein insofar as such clauses are required by such regulations and unless exempt by applicable statutes, rules, regulations or otherwise.

IV. Rehabilitation Act of 1973 – Section 503

The contractor agrees that the affirmative action clause set forth by Section 503 of the Rehabilitation Act of 1973, as amended, 41 CFR Part 60-741.5, is hereby incorporated by reference herein insofar as such clauses are required by such regulations and unless exempt by applicable statutes, rules regulations or otherwise.