REPORTING CONCERNS ON COMPLIANCE, FRAUD, OR ETHICS

All employees must promptly report any conduct that the employee believes is: (1) a failure to comply with applicable laws, (2) fraudulent, or (3) a violation of ethics, including any transaction or relationship that reasonably could be expected to give rise to such violation or conflict.

If you are concerned about maintaining anonymity, you may contact within the U.S., U.S. territories and Canada, the **AlertLine® Ethics and Compliance Toll Free Hotline at 877-285-4145**. The service is available 24 hours a day, 7 days a week, worldwide (see below).

You may also report these matters to the persons listed below:

Robert A. Stefanko Chair, Audit Committee	Telephone: 330-352-5522 E-Mail: robert_stefanko@hotmail.com
Donald A. Merril Chair, Disclosure Committee	Telephone: 330-761-6303 E-Mail: dmerril@myersind.com
Ray Cunningham Vice President of Human Resources, Organization Development & Training	Telephone: 330-761-6397 E-Mail: rcunningham@myersind.com
Megan Mehalko General Counsel	Fax: 216-363-4588 E-Mail: mmehalko@beneschlaw.com

It is against Company policy to retaliate against any employee for reporting of violations.

INTERNATIONAL CALLING INSTRUCTIONS:

To access the toll-free number, a caller must first dial a country access number (see below). Upon dialing the access number, the caller will be connected to the U.S. toll free system which will be answered either by an AT&T operator or a tone and voice message instructing the caller to dial the toll free number. Dial 877-285-4145. All voice messages are in English, and all operators answer in English, but non-English speaking callers are accommodated (see STEP 3).

STEP 1: Enter the AT&T Direct Access Number for the country you are calling from (see below).

STEP 2: When you hear the English-language voice prompt or series of tone prompts, dial 877-285-4145 (DO NOT press "1" or "0" before dialing the telephone number).

STEP 3: The call will be connected to AlertLine. If you do not speak English, or prefer to have an interpreter assist you, inform the AlertLine Specialist which language you speak. The Specialist will then conference in an interpreter. As this happens, you will hear music, please remain on the line for a few minutes until an interpreter is able to join your conversation to assist you and the Communication Specialist in completing the call.

Brazil 0 800 890 0288 Canada 1 800 225 5288 Guatemala 999-9190