

THIS SHOULD BE FRAMED AND MUST BE CONSPICUOUSLY DISPLAYED

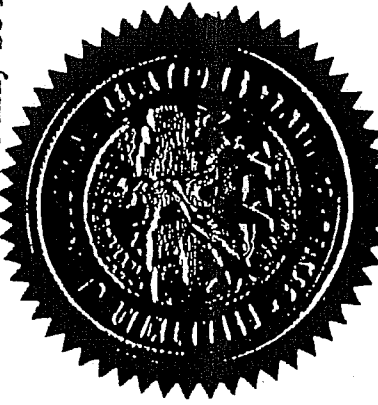
STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
OFFICE OF THE DIRECTOR

NUMBER 1747

CERTIFICATE OF CONSENT TO SELF-INSURE

THIS IS TO CERTIFY, That HEWLETT-PACKARD COMPANY (a California corporation) has complied with the requirements of the Director of Industrial Relations under the provisions of Sections 3700 to 3705, inclusive, of the Labor Code of the State of California and is hereby granted this Certificate of Consent to Self-Insure.

This certificate may be revoked at any time for good cause shown.*



DATED AT SAN FRANCISCO, CALIFORNIA,

DEPARTMENT OF INDUSTRIAL RELATIONS
OF THE STATE OF CALIFORNIA

THIS 1st DAY OF October 19 75
EFFECTIVE: September 30, 1975

ATTEST:

Edward D. Struck, Jr.
EDWARD D. STRUCK, JR.

Donald Vial
DONALD VIAL,
DIRECTOR

* Revocation of Certificate.—"A certificate of consent to self-insure may be revoked by the Director of Industrial Relations at any time for good cause after a hearing. Good cause includes, among other things, the impairment of the solvency of such employer, the inability of the employer to fulfill his obligations, or the practice by such employer or his agent in charge of the administration of obligations under this division of any of the following: (a) Habitually and as a matter of practice and custom inducing claimants for compensation to accept less than the compensation due or making it necessary for them to resort to proceedings against the employer to secure the compensation due; (b) Discharging his compensation obligations in a dishonest manner; (c) Discharging his compensation obligations in such a manner as to cause injury to the public or those dealing with him." (Section 3702 of Labor Code.)