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## EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT

It is the policy of Integrated Protection Services not to discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, age, marital status, genetic information, disability or because he or she is a protected veteran. It is also the policy of Integrated Protection Services to take affirmative action to employ and to advance in employment, all persons regardless of race, color, religion, sex, national origin, age, marital status, genetic information, disability or protected veteran status, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants of Integrated Protection Services will not be subject to harassment on the basis of race, color, religion, sex, national origin, age, marital status, genetic information, disability or because he or she is a protected veteran. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

Integrated Protection Services is committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the Integrated Protection Services, an EEO Coordinator has been selected. One of the EEO Coordinator's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Integrated Protection Services' programs.

In furtherance of Integrated Protection Services' policy regarding Affirmative Action and Equal Employment Opportunity, Integrated Protection Services has developed a written affirmative action program which sets forth the policies, practices and procedures that Integrated Protection Services is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. The non-confidential portions of the affirmative action program shall be available for inspection by any employee or applicant for employment upon request, in the Human Resources office, during normal business hours. Interested persons should contact Integrated Protection Services' HR Coordinator.

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EQUAL OPPORTUNITY EMPLOYER