



Affirmative Action and Equal Employment Opportunity Policy Statement

ACRT Services of companies has been and will continue to be an equal opportunity/affirmative action employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

- Persons are recruited, hired, assigned, and promoted without regard to race, religion, color, national origin, sex, gender identity, sexual orientation, protected veteran's status, age or disability.
- All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education and social recreation programs are administered without regard to race, religion, color, national origin, sex, gender identity, sexual orientation, protected veteran's status, age or disability.
- Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

If you are an individual with a disability or a protected veteran and have any questions about this policy or would like to be considered under our Affirmative Action Program, please contact Lucija Berbakov during regular business hours at 800-622-2562, ext. 234.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all of the Company's personnel to attain our objective of equal employment opportunity for all.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Michael B. Weidner', is written over a light blue horizontal line.

Michael B. Weidner
CEO ACRT Services