



EQUAL EMPLOYMENT OPPORTUNITY POLICY & AFFIRMATIVE ACTION PROGRAM

It is the policy of the Organization to hire well-qualified people. An integral part of this policy is to provide equal employment opportunity for all persons for employment and to recruit and administer hiring, working conditions, benefits and privileges of employment, compensation, training, appointments for advancement including upgrading and promotion, transfers, and terminations of employment including layoffs and recalls for all employees, without discrimination because of race, color, religion, national origin, sex, age, veteran status, or handicap.

In order to implement the foregoing policy, the Organization will consider qualified applicants from all sources to ensure equal consideration of individuals. Additionally, the Organization will continue to maintain all Organization facilities on a completely non-segregated basis and will fully cooperate with all authorized individuals and agencies responsible for administering laws and regulations in the area of equal employment opportunity and fair employment practice. This policy extends to all employees and all aspects of the employment relationship and all personnel are hereby directed to take all reasonable efforts to carry out the spirit and intent of the Organization policy. Violations of this policy by any employee will be met with appropriate action.

The Organization shall disseminate this policy to all its employees, and encourage all indirect sources of job applicants, such as employees, suppliers, shippers, customers, and other contractors, to refer qualified minority group people. The Organization further pledges to implement additional measures designed to achieve the goals established by this plan.

Overall responsibility for the direction of equal employment opportunity policy, affirmative action programs, and practices for the Organization has been assigned to the Human Resources Director for GPD Group.