

## Affirmative Action and Equal Opportunity Policy Statement

It is the policy of Stanley Consultants, Inc. to promote equal employment opportunities to all individuals regardless of their race, creed, color, religion, sex, age, national origin, disabilities, veteran status, marital status, sexual orientation, military status, genetic information, or any other characteristic protected by state and/or federal law.

Stanley Consultants, Inc. will not discharge or in any other manner discriminate against members or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another member or applicant. However, members who have access to the compensation information of other members or applicants as a part of their essential job functions cannot disclose the pay of other members or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the company, or (c) consistent with the company's legal duty to furnish such information.

We are strongly committed to this policy and believe in the concept and spirit of the law.

Stanley Consultants, Inc. is committed to assuring that:

All recruiting, hiring, training, promotion, compensation, and other employment-related programs are provided fairly to all qualified persons who meet valid job requirements on an equal opportunity basis without regard to race, creed, color, religion, sex, age, national origin, disabilities, veteran status, marital status, sexual orientation, military status, genetic information, or any other characteristic protected by law.

Employment decisions are based on the principles of equal opportunity and affirmative action.

All personnel actions such as compensation, benefits, transfers, training, and participation in social and recreational programs are administered without regard to race, creed, color, religion, age, citizenship, ethnicity, national origin, sex, disability or veteran status as well as all protected classes outlined in state and/or federal law.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have exercised any right protected by law.

Stanley Consultants, Inc. believes in and practices equal opportunity and affirmative action. The company monitors the effectiveness of the AA program by use of an audit reporting system. The Human Resources Director, serves as the Equal Opportunity Coordinator for Stanley Consultants, and has overall responsibility for assuring compliance with this policy. All employees are responsible for supporting the concept of equal opportunity and affirmative action and assisting Stanley Consultants in meeting its objectives.

Stanley Consultants, Inc. maintains Affirmative Action Plans for minorities, females, disabled individuals and veterans. Any questions regarding these Plans should be directed to the Human Resources Director. If you wish to view the Plan for disabled workers and veterans, contact Human Resources during normal working hours.



Kate C. Harris  
President and CEO  
Stanley Consultants, Inc.

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