



EEO Policy Statement

- (1) It is the policy of SBA Network Services, LLC to not discriminate on the basis of race, gender, creed, color, age, religion, national origin, disability or veteran status, and to provide equal employment opportunity and affirmative action for qualified individuals. The policy statement is included in this affirmative action program and is posted on Company bulletin boards.
- (2) SBA Network Services, LLC will attempt to recruit, hire, train and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to race, gender, creed, color, age, religion, national origin, disability or veteran status; and ensure that all employment decisions are based only on valid job requirements.
- (3) Jo Carol Rutherford has been assigned overall responsibility for the implementation of affirmative action as required by law.

Ms. Rutherford's responsibilities include designing and implementing an audit and reporting system that will:

- (i) Measure the effectiveness of the Company's affirmative action program.
- (ii) Indicate any need for remedial action.
- (iii) Determine the degree to which our objectives have been attained.
- (iv) Determine whether individuals with known disabilities have had the opportunity to participate in all Company-sponsored educational, training, recreational and social activities.
- (v) Measure compliance with the affirmative action program's specific obligations.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in any of the following activities:

- (1) Filing a complaint.
- (2) Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, as amended, Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998 or any other Federal, State or local law requiring equal opportunity for individuals regardless of race, gender, creed, color, age, religion, national origin, disability or veteran status.
- (3) Opposing any act or practice made unlawful by Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, or its implementing regulations, Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998 or any other Federal, State or local law requiring equal opportunity for individuals regardless of their race, gender, creed, color, age, religion, national origin, disability or veteran status.
- (4) Exercising any other right protected by Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, or its implementing regulations, or Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 or the Veterans Employment Opportunities Act of 1998.

A handwritten signature in blue ink, appearing to read "Jo Carol Rutherford", is written over a horizontal line.

Ms. Jo Carol Rutherford
Vice President, Human Resources