



EEO Policy Statement

- 1) It is the policy of SBA Network Services, LLC to not discriminate on the basis of race, religion, color, gender identity or expression, sex, sexual orientation, national origin, uniform service member status, veteran status, marital status, age, disability, or any other protected status in accordance with the requirements of all federal, state and local laws, 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, religion, color, gender identity or expression, sex sexual orientation, national origin, uniform service member status, veteran status, marital status, age, disability, or any other protected status in accordance with the requirements of all federal, state and local laws, and ensure that all employment decisions are based only on valid job requirements.
- 3) As a company, SBA Network Services, LLC is responsible for:
 - a. Measuring the effectiveness of the affirmative action program.
 - b. Indicating any need for remedial action.
 - c. Determining the degree to which our objectives have been attained.
 - d. Determining whether individuals with known disabilities have had the opportunity to participate in all Company-sponsored educational, training, recreational and social activities.
 - e. Measuring 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, religion, color, gender identity or expression, sex, sexual orientation, national origin, uniform service member status, veteran status, marital status, age disability, or any other protected 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, religion, color, gender identity or expression, sex, sexual orientation, national origin, uniform service member status, veteran status, marital status, age, disability, or any other protected status.
- 4) Exercising any other right protected by Executive Order 11246, Section 503 or 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.