

## Equal Employment Opportunity Policy

This Equal Employment Opportunity (EEO) Policy reaffirms the policy and commitment of Network Staffing Resources, Inc. (NSR) to providing equal employment opportunities for all employees and job applicants. NSR endorses and will follow our EEO Policy in implementing all employment practices, policies, and procedures.

NSR will recruit, hire, train, and promote persons in all job titles without regard to race, color, religion, national origin, veteran status, sex, age (except where sex or age is a bona-fide occupational qualification, as defined by law), or physical or mental disability (except where the disability prevents the individual from being able to perform the essential functions of the job and cannot be reasonably accommodated in full compliance with the law). NSR will make employment decisions so as to further the principle of equal employment opportunity. NSR will ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid and nondiscriminatory requirements for promotional opportunities. NSR also will ensure that all personnel decisions and actions, including but not limited to compensation, benefits, transfers, promotions, layoffs, returns from layoff, discipline, terminations, Company-sponsored training, education, tuition assistance, and social and recreation programs, will be administered without regard to race, color, religion, national origin, veteran status, sex, age, or disability.

All employees are expected to comply with our EEO Policy. Managers and supervisors who are responsible for meeting business objectives are expected to cooperate fully in meeting our equal employment opportunity objectives and their overall performance will be evaluated accordingly.