

## REAFFIRMATION OF EQUAL EMPLOYMENT OPPORTUNITY POLICY

SEAKR Engineering, Inc. (SEAKR) hereby reaffirms its commitment to its EEO policy, and the principle of Equal Employment Opportunity in its personnel policies and practices.

At SEAKR, accountability and responsibility for Equal Employment Opportunity (EEO) and Affirmative Action (AA) matters are shared by all levels of management thereby ensuring company-wide commitment.

SEAKR's CEO, and all levels of managers reaffirm the Corporation's policy on providing equal employment opportunity for all employees and applicants and administering employment practices without regard to race, color, religion, gender, sexual orientation, national origin, citizenship status, ancestry, age, marital status, physical or mental disability, or status as a disabled veteran or veteran of the Vietnam era.

SEAKR will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees 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 employer, or (c) consistent with SEAKR's legal duty to furnish information. 41 CFR 60-1.35(c).

SEAKR has an affirmative action program whose purpose is to establish specific result-oriented procedures by which SEAKR can fulfill equal employment opportunity commitments and ensure that potential and current employees in the local and national work force have equal access to employment and advancement opportunities at SEAKR.

All employees and supervisors have been informed that the harassment of any individual because of their disability or veteran status will not be tolerated.

Amy Shoefelt, Human Resource Manager, has been designated as the EEO Coordinator. Any employee who has an EEO problem may bring the matter to any member of management or Amy Shoefelt at (303) 962-4736.



Richard Halvas  
Chief Financial Officer

Date

