

## Policy Statement on Equal Employment Opportunity for Persons with Disabilities

As the Chief Executive Officer of Allan Myers, I am committed to the principles of equal employment opportunity for all persons, including persons with disabilities.

orientation, gender identity, national origin, age, marital status, creed, religious persuasion, political belief, veterans status, disability (unless it cannot be reasonably accommodated to enable the employeworth of each individual. Unlawful harassment creates conditions that are wholly inconsistent with this commitment. Allan Myers's

investigation of such report. Retaliation against a fellow employee for reporting discrimination or harassment or for participating in an investigation regarding alleged discriminatory or harassing behavior is a serious violation of Allan Myers's policy. Retaliation is tantamount to harassment and any employee engaged in retaliation will be subject to disciplinary action.

Consistent with Allan Myers's principles of equal employment opportunity and affirmative action, Allan Myers has developed this affirmative action plan specific to persons with disabilities. It is will conduct training to try and prevent any harassment or discrimination before it occurs. Consistent with its policies, Allan Myers prohibits retaliation against any employee and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing regarding Allan Myers's employment practices or otherwise seeking to obtain their legal rights under any Federal, State or local law requiring equal employment opportunity for persons with disabilities. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

Allan Myers's Affirmative Action Plan Regarding Persons with Disabilities is available for inspection by any employee or applicant for employment upon request during normal business hours, in Allan Myers's the

Corporate Equal Employment Opportunity (EEO) Officer for Allan Myers. The EEO Officer will conduct internal audits and implement a reporting system that tracks and measures the effectiveness of Affirmative Action Plan, showing if any additional action is needed to meet Allan Myers's objectives.

I thank you in advance for your support of our principles of equal employment opportunity for all persons, including persons with disabilities.