

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

### **41 C.F.R. Sections 60-300.44(a), 60-741.44(a)**

It is the policy at Thompson Gray, Inc. ("TGI") to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, TGI is dedicated to taking affirmative action to employ and advance in employment, qualified disabled persons and protected veterans, in compliance with Section 503 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974. TGI is committed to taking voluntary, positive action in providing affirmative action and equal employment opportunity to disabled persons and protected veterans. All personnel actions, including recruitment, hiring, training, and promoting persons in all job titles, will be administered without regard to disability, or veteran status, and all employment decisions are based solely on valid job requirements. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, interference or discrimination for:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance review, hearing, or any other activity under Section 503 of the Rehabilitation Act of 1973, The Americans with Disabilities Act Amendment Act of 2008, Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 or any other law requiring equal opportunity for disabled persons or protected veterans;
- (3) Opposing any practice made unlawful by the Act or any other law requiring equal opportunity for disabled persons and protected veterans; or
- (4) Exercising any other right protected by these Acts or the implementing regulations.

This EEO policy has the full support of Mr. Richard Manley, President, who has assigned responsibility for its implementation to Ms. Brandy Corbett, Vice President and EEO Coordinator. TGI has designed and implemented an audit and reporting system to monitor and maintain its compliance with the Acts.

TGI has posted its Equal Employment Opportunity statement, reaffirming its commitment to qualified disabled individuals and protected veterans. This program is available for review upon request by any applicant or employee by contacting the EEO Coordinator during regular business hours.