

TerraGraphics Environmental Engineering, Inc.
Equal Employment Opportunity Statement

The Equal Employment Opportunity Policy of TerraGraphics Environmental Engineering, Inc. is to provide a fair and equal employment opportunity for all associates and job applicants. All decisions regarding recruiting, hiring, promotion, assignment, training, termination, and other terms and conditions of employment will be made regardless of race, color, religion, national origin, gender, sexual orientation, age, marital status, physical or mental disability, veteran status, or any other characteristic prohibited by state or local law. TerraGraphics hires and promotes individuals solely on the basis of their qualifications for the job to be filled.

TerraGraphics is committed to providing to all employees a working environment which enables each employee to be productive and to work to the best of his or her ability. TerraGraphics will not condone or tolerate an atmosphere of discrimination or harassment. We expect and require the cooperation of all **associates** in maintaining a discrimination- and harassment-free atmosphere. Complaints of unlawful employment discrimination or harassment should be reported as discussed in the employee handbook under sections 2.02 and 8.03. In cases where investigation confirms allegations made, appropriate corrective action will be taken. No employee will suffer reprisals for reporting any incidents of unlawful employment discrimination or harassment.

All TerraGraphics office locations, solicitations, and advertisements will provide a good faith effort to provide equal employment opportunities. TerraGraphics will comply with all provisions of Executive Order 11246 of September 24, 1965, and the rules, regulations, and relevant orders of the Secretary of Labor.