

EEO POLICY STATEMENT

It is the policy of USA Environmental, Inc. (the "Company") to not discriminate against any employee or applicant for employment because of race, color, sex, creed, religion, national origin, gender, age, genetic information, disability, protected veteran status, or any other status protected by state or local law, and to provide equal employment opportunity for qualified individuals.

This policy statement is posted on Company bulletin boards. The Company will endeavor to recruit, hire, train, and promote employees in all job sites in accordance with its EEO Policy. All other personnel actions are administered without regard to race, color, sex, creed, religion, national origin, gender, age, genetic information, disability, protected veteran status, or any other status protected by state or local law, and all employment decisions are based only on valid job requirements.

The Company has a Veteran and Disabled Affirmative Action Plan (AAP) which is available to any employee or employment applicant for inspection in the Human Resources Department during normal business hours. Wayne Lewallen, President, fully supports this policy and has assigned Robin Miller as EEO Coordinator with overall responsibility for annually updating the Veteran and Disabled AAP and the implementation of related AAP activities as required by law.

Robin Miller's responsibilities include designing and implementing an audit and reporting system that will:

- Measuring the effectiveness of the Company's Veteran and Disabled AAP.
- Indicate any need for remediation.
- Determine the degree to which the Company's objectives have been attained.
- Determine whether individuals with known disabilities and protected veterans have had the opportunity to participate in all Company-sponsored educational, training, recreational, and social activities.
- Measure compliance with the Veteran and Disabled AAP's specific obligations.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in any of the following activities:

- Filing a complaint.
- Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998 or any other Federal, State or local law requiring equal opportunity for individuals regardless of race, color, sex, creed, religion, national origin, gender, age, genetic information, disability, or protected veteran status.
- Opposing any act or practice made unlawful by Section 503 of the Rehabilitation Act of 1973, or its implementing regulations, Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998 or any other Federal, State or local law requiring equal opportunity for individuals regardless of their race, color, sex, creed, religion, national origin, gender, age, genetic information, disability, or protected veteran status.
- Exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, or its implementing regulations, or Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 or the Veterans Employment Opportunities Act of 1998.



Wayne Lewallen, President

01/01/2026