

EQUAL PAY STATEMENT FOR JOB CANDIDATES

USA Environmental, Inc. or the Company is committed to the principle of equal pay for comparable work and to complying with the Equal Pay Act of 1963 and other applicable laws regarding equal pay.

The Company has in place an Equal Pay Policy, which applies to all employees. In addition, the Company conducts annual equal pay audits of its compensation practices as part of its affirmative action process.

The Company will provide equal pay to employees who perform comparable work that requires substantially the same duties, abilities, effort and responsibilities under similar working conditions, except if the pay difference is due to the following reasons:

- A bona fide system that rewards seniority or merit;
- A compensation system based on quantity or quality of production, sales or profits;
- The employee's education, training or experience, to the extent that such factors are reasonably related to the specific work in question; or
- Any other reasonable factor other than the sex of the employee.

The Company will not ask job candidates, or their current or past employers, about their current salary or salary history, except that: when the candidate voluntarily discloses the information, the salary may be confirmed by the Company, or when an offer of employment has been made by the Company and the compensation negotiated with the candidate, then the Company may confirm the candidate's salary history.

The Company will not ask candidates or employees, as a condition of employment or as a condition of continued employment, to refrain from asking, discussing, soliciting or disclosing information about their salary or that of other employees. However, the Company's human resources personnel and other employees with access to this information are forbidden from disclosing the same without the written consent of the employee, unless the information arises from a public record. The Company will not provide employees' salary information to another employee or third party, unless required to do so in response to a valid subpoena or other applicable law.

The Company will not dismiss, threaten, discriminate, and/or retaliate against an employee with respect to the terms and conditions of his or her employment because the employee has:

- Disclosed his or her salary or has asked about or discussed the salary of other employees;
- Objected to any act or practice prohibited by the Equal Pay Act or other applicable laws regarding equal pay;
- Filed a complaint or claim under the Equal Pay Act or other applicable law regarding equal pay; and/or
- Offered or attempted to offer, verbally or in writing, any testimony, statement or information, as part of an investigation against the Company for violations of the Equal Pay Act or other applicable law regarding equal pay.