

EEO/AFFIRMATIVE ACTION POLICY

It is the policy of USA Environmental, Inc. to not discriminate against any employee or applicant for employment because of race, color, creed, religion, national origin, gender, sexual orientation, age, gender identity, genetic information, disability, protected veteran status, compensation inquiries, discussion or disclosures, or any other status protected by state or local law, and to provide equal employment opportunity and affirmative action for qualified individuals.

This policy is included in this Affirmative Action Program and is posted on Company bulletin boards. The Company will endeavor to recruit, hire, train, and promote persons in all job titles in accordance with this Affirmative Action Program. All other personnel actions are administered without regard to race, color, creed, religion, national origin, gender, sexual orientation, age, gender identity, genetic information, disability, protected veteran status, compensation inquiries, discussion or disclosures, or any other status protected by state or local laws, and all employment decisions are based on only valid job requirements.

As President of USA Environmental, Inc., I fully support this policy and have assigned Robin Miller as EEO Coordinator with overall responsibility for annually updating the Affirmative Action Plan and the implementation of affirmative action activities as required by law.

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

- Measure the effectiveness of the Company's Affirmative Action Program.
- Indicate any need for remedial action.
- Determine the degree to which our 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 Affirmative Action Program's specific obligations.

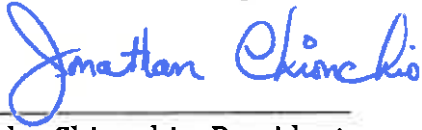
Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in any of the following activities:

- Filing a complaint.
- Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Executive Order 11246, 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 their race, color, creed, religion, national origin, gender, sexual orientation, age, gender identity, genetic information, disability, protected veteran status, compensation inquiries, discussions or disclosures.

- Exercising any other right protected under Executive Order 11246, 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 of the Veterans Employment Opportunities Act of 1998.

USA Environmental, Inc. employees and applicants may review the non-confidential portions of the affirmative action plans during regular business hours. Please contact Robin Miller at rmiller@usatampa.com during normal business hours to review the affirmative action plan.



John Chionchio, President



Date signed