

## ***EEO POLICY STATEMENT***

TO: All Employees and Applicants

RE: Reaffirmation of EEO Policy

It is the policy of USA ENVIRONMENTAL, INC. to provide equal employment opportunities for all without regard to race, color, religion, sex, national origin, genetic information, citizenship status (unless required by a government contract), age, marital status, veteran status, physical or mental disability, or any other legally protected status.

This policy has my full and unequivocal personal support and relates to all phases of employment, including, but not limited to, recruiting, hiring, training, placement, upgrading, demotion or transfer; decisions on promotions, reduction of work force and termination; rates of pay or other forms of compensation; and to the use of all facilities and to participation in all Company-sponsored employee activities. All Company programs shall be administered to further the principle of equal employment opportunity.

This policy shall be periodically brought to the attention of all levels of management. Overall responsibility is assigned to me as the organization's EEO Coordinator, but it is the responsibility of each Supervisor of the Company to ensure affirmative implementation of this policy and to avoid any discrimination in employment. All employees are expected to recognize this policy and cooperate in its implementation. Violation of this policy will result in disciplinary action.

To ensure that employment decisions are made in accordance with equal employment opportunity, the Company imposes only valid requirements for these opportunities.

This is to reaffirm this policy and to state that it will continue to be carried out at USA ENVIRONMENTAL, INC. We have always embraced the principle of equal opportunity and will continue to do so.



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