



## Equal Employment Opportunity/Affirmative Action Policy Statement

Alpha Source Group is committed to providing equal employment opportunity to all applicants and employees regardless of their *race, creed, color, religion, age, sex, national origin, disability, military service, protected veteran status, genetic information, sexual orientation, gender identity*, or any other characteristic protected by federal, state or local law.

We are strongly committed to this policy and believe in the concept and spirit of the law.

Alpha Source Group is further committed to ensuring that employment decisions are based on valid job requirements. In addition, all employment actions, such as recruiting, hiring, training, promotion, compensation, benefits, transfers, layoffs and termination are administered fairly to all persons on an equal opportunity basis, without discrimination on the basis of protected categories named above. Alpha Source Group will also provide qualified applicants and employees with disabilities any needed reasonable accommodations, as required by law.

Alpha Source Group will not tolerate employees and applicants to be subjected to harassment, intimidation, threats, coercion or retaliation because they engaged or may engage in filing a complaint or assisted in a review, investigation or hearing related to any federal, state or local law requiring equal employment opportunity; or because they opposed any act deemed unlawful.

The Chief Executive Office supports this affirmative action program and has appointed Sue Fiegel, Sr VP, Human Resources as Alpha Source Group's EEO Coordinator. The EEO Coordinator's responsibilities include implementing an internal audit and reporting system to monitor and measure the effectiveness of Alpha Source Group's equal employment opportunity efforts and report to executive management on this and any needs for remedial action.

Alpha Source Group maintains affirmative action plans for minorities, women, individuals with disabilities and protected veterans. Any questions regarding these plans or the company's equal opportunity policy should be directed to the EEO Coordinator who is responsible for the implementation of the plan. All employees are responsible for supporting the concept of equal employment opportunity, affirmative action and assisting and cooperating in meeting our plan goals.

If you wish to view the plans for protected veterans and individuals with disabilities, contact Sue Fiegel during normal business hours and arrangements will be made for the areas of the plan available for inspection under the law.

A handwritten signature in black ink, appearing to read "Allan Klotsche", is written over a horizontal line.

Allan Klotsche  
CEO  
Alpha Source Group

March 1, 2023