

FIVE STONES RESEARCH CORPORATION

5767 Cove Commons Drive, Suite 103, Brownsboro, AL 35741

Equal Employment Opportunity Statement

5SRC is an Equal Opportunity Employer and does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, gender, marital status, veteran status, sexual orientation, gender identity, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, and general treatment during employment.

As part of the company's equal employment opportunity policy, and with the full support of Joni Green, CEO, 5SRC will also take affirmative action as called for by applicable laws and Executive Orders to ensure applicants are employed, and employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status or disability. Such action will include, but is not limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training. **Employees and applicants may request to view our Affirmative Action Program for Minorities and Women, Protected Veterans, and Individuals with Disabilities by contacting Human Resources.**

5SRC will endeavor to accommodate the sincere religious beliefs of our employees to the extent such accommodation does not pose an undue hardship on the corporation's operations. If you wish to request such an accommodation, please speak to Human Resources and/or your supervisor. Any employee with questions or concerns about equal employment opportunities or affirmative action efforts in the workplace are encouraged to bring these issues to the attention of the Equal Employment Opportunity (EEO) Coordinator and/or the COO. 5SRC will not allow any form of retaliation against individuals who raise issues of equal employment opportunity. To ensure our workplace is free of artificial barriers, violation of this policy will lead to discipline, up to and including termination. All employees must cooperate with all investigations.

