

## Notice of Affirmative Action Plan for Individuals with Disabilities, Disabled Veterans and Other Eligible Veterans

It is the policy of Innovar Group to seek and employ qualified individuals at all locations and facilities and to provide equal employment opportunities for all applicants and employees in recruiting, hiring, placement, training, compensation, insurance, benefits, promotion, transfer, and termination. To achieve this, we are dedicated to taking affirmative action to employ and advance in employment qualified individuals with disabilities, disabled veterans and other eligible veterans.

The objective in adopting the Affirmative Action Program is to place qualified individuals with disabilities, disabled veterans and other eligible veterans in all job classifications. This Affirmative Action Program is available for inspection by any applicant or employee by contacting Innovar Group's EEO Coordinator, Beth Felton Monday through Friday during normal business hours. You may inform us of your desire to benefit under the program at this time and/or at any time in the future.