

	Title: EEO Policy Statement	
	Document No. APO-020-04	Revision No. 4
	Original Date: 10/15/2008	Revision Date: 10/9/2014

ADMINISTRATIVE POLICY

Title: EEO Policy Statement

TerraSond provides equal employment opportunity to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, amnesty, protected veteran status or disability status.

The Corporation abides by the requirements of Executive Order 11246, 41 CFR §§ 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, or national origin. Moreover, these regulations require that our covered contractors, subcontractors and vendors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, national origin, protected veteran status or disability status.

TerraSond complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfers, leaves of absence, compensation, and training and is fully supported by TerraSond's CEO Thomas Newman and the Corporation's Board of Directors.

TerraSond expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, national origin, age, genetic information, protected veteran status or disability status.

TerraSond certifies that an Equal Opportunity Policy has been adopted by its Board of Directors, an Affirmative Action program is in place, non-segregated facilities are maintained, and EEO-1 and VETS-100 reports are filed annually.