

Notification of Equal Employment Opportunity & Affirmative Action Policy Statement

Affirmative Action Plan Year 2020

To all employees and applicants,

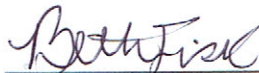
It is the policy of Applied Research Associates, Inc. (herein ARA) to take affirmative action in affording equal employment opportunities to all qualified persons without regard to race, color, religion, sex (including pregnancy), gender identity, sexual orientation, national origin, age, physical or mental disability, genetic information, status as a qualified covered veteran within the limits imposed by law, creed, marital status, status with regard to public assistance, familial status, or any other characteristic protected by law.

This includes, but is not limited to, the following:

- Hiring, placement, upgrading, transfer, demotion or promotion
- Recruitment, advertising or solicitation for employment
- Treatment during employment
- Rates of pay or other forms of compensation
- Selection for training, including apprenticeship
- Layoff or termination

It is the policy of ARA to cooperate to the fullest extent with the applicable regulations of the Civil Rights Act and any legislation on Equal Employment Opportunity.

We request the cooperation of our subcontractors, vendors and suppliers in our equal opportunity and affirmative action efforts and expect them to put in place equal opportunity and affirmative action policies as required.



Beth Fisk, SHRM-SCP

Vice President, Human Resources Director & EEO Manager