

## Notification of Equal Employment Opportunity & Affirmative Action Policy Statement

Affirmative Action Plan Year 2025

To all employees and applicants,

It is the policy of Applied Research Associates, Inc. (herein ARA) to afford 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, or any other characteristic protected by law.

In furtherance of ARA's policy regarding Affirmative Action and Equal Employment Opportunity, ARA has developed written Affirmative Action Programs for protected veterans and individuals with disabilities which sets forth policies, practice and procedures ARA is committed to in order to ensure its policy is accomplished.

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

- 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 fully cooperate 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.

*Dominique Atencio*  
Dominique Atencio, CCP, SHRM-SCP, SPHR  
VP, Human Resources Director & EEO Manager