



Policy on Equal Employment Opportunity

It is the ongoing policy and practice of QC Data LLC, an EN Engineering company, to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of race, color, national origin, sex, religion, age 40 or over, genetic information, disability, military status, marital status, pregnancy, sexual orientation or any other status protected by applicable law.

The policy of Equal Employment Opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement. QC Data is committed to making employment decisions based on valid requirements, without regard to any protected status. QC Data will continually monitor its personnel actions rigorously to ensure compliance with this policy.

QC Data's EEO Coordinator, Jen Satrom, Human Resources, is located at our Englewood facility (9777 Pyramid Court, Suite 300, Englewood, CO 80112) and may be contacted via phone: (303) 788-9106. Jen is responsible to ensure our compliance with state and federal EEO laws and affirmative action regulations, including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact Jen directly or any staff in the company's HR department. Our AAP for Veterans and the Disabled is available for review in the Englewood office during regular office hours or by appointment. All employees and applicants for employment are protected, by both company policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation.

QC Data will maintain an environment that reflects our commitment to equal and affirmative action. All personnel with responsibility for employment and personnel decisions will perform their duties in accordance with this policy.