



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Accountable Healthcare Staffing, Inc., ("AHS"), not to discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, age, marital status, genetic information, disability, sexual orientation, gender identity, or because he or she is an Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, thereafter referred collectively as "protected veterans". It is also the policy of "AHS" to take affirmative action to employ and to advance in employment, all persons regardless of race, color, creed, religion, sex, national origin, age, marital status, genetic information, disability, sexual orientation, gender identity or protected veteran status, and to base all employment decisions on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination on the basis of race, color, religion, sex, national origin, age, marital status, genetic information, disability, sexual orientation, gender identity, protected veteran status or because they have engaged in or may engage in any of the following activities: (1) Filing a complaint; (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, as amended (Section 503), Section 4212 of the Vietnam Veterans Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998 or any other Federal, State or local law requiring equal opportunity for individuals regardless of race, color, creed, religion, national origin, gender, sexual orientation, age, gender identity, genetic information, disability, or protected veteran status; (3) Opposing any act or practice made unlawful by Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, or its implementing regulations, Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998; (4) Exercising any other right protected by Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, or its implementing regulations, or Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 or the Veterans Employment Opportunities Act of 1998.

As Chief Executive Officer of Accountable Healthcare Staffing, Inc., I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of Equal Employment Opportunity and Affirmative Action throughout all levels of the company, I have selected Rhonda Mensah, Vice-President of Human Resources, as the Equal Employment Opportunity (EEO) Officer for AHS. One of the EEO Officer's duties will be to establish and maintain internal audit and reporting systems that will allow for effective measurement of AHS's Affirmative Action Program's specific obligations.

In furtherance of AHS's policy regarding Affirmative Action and Equal Employment Opportunity, AHS has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that AHS is committed to ensure that its policy of nondiscrimination and affirmative action is accomplished. The Affirmative Action Program for Individuals with Disabilities and Protected Veterans is available in the Human Resources office for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact RhondaMensah@AHCStaff.Com for assistance.

A handwritten signature in black ink, appearing to read "Tak Kimiwada".

Tak Kimiwada, Chief Executive Officer

January 1, 2020