



Equal Employment Opportunity Policy Statement

January 1, 2019

It is the policy of CGRS, Inc. (the Company) not to discriminate against any employee or applicant for employment on the basis of sex, sexual orientation, gender, race, color, religion, national origin, age, disability or status as a protected Veteran. It is also the policy of the Company to take Affirmative Action to employ and to advance in employment persons regardless of their sex, race, color, national original disability or status as a protected veteran 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, rate of pay, or other forms of compensation and selection for training at all levels of the Company.

Employees and applicants of the Company will not be subject to harassment based on sex, sexual orientation, gender, race, color, religion, national origin, age disability or status as a protected veteran. Additionally, employees or applicants will not face retaliation including intimidation, threats or coercion because they have objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or has otherwise sought to obtain information on his or her legal rights.

As CEO of the Company I am committed to the principles outlined in this statement. In order to ensure dissemination and implementation of EEO throughout the Company, I have selected our HR Director as EEO Manager. The EEO Manager's duties will include establishing and maintaining an internal audit and reporting system to allow for effective measurement of the Company's programs. The Company is committed to ensuring that its policies of nondiscrimination for women, minorities, individuals with disabilities and protected veterans is accomplished.

For questions or complaints, please contact Rene' Clements, HR Director and EEO Manager.

A handwritten signature in black ink, appearing to read "Erick Hick". The signature is written in a cursive, flowing style.

Erick Hick
CEO