



## Wagstaff Policy on Equal Employment Opportunity

Wagstaff, Inc. is committed to providing equal employment opportunity to all individuals and to taking affirmative action in compliance with applicable federal, state, and local laws.

As a federal contractor, Wagstaff maintains compliance with the following regulations:

- **Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended**, which requires affirmative action to employ and advance in employment qualified protected veterans.
- **Section 503 of the Rehabilitation Act of 1973, as amended**, which requires affirmative action to employ and advance in employment qualified individuals with disabilities.

Wagstaff prohibits discrimination in employment based on race, color, religion, national origin, gender, sexual orientation, gender identity, age, physical or mental disability, genetic factors, military/veteran status, or other characteristics protected by law. Employment decisions are made based on individual qualifications, merit, and business need.

To support its commitment to affirmative action under VEVRAA and Section 503, Wagstaff has developed an Affirmative Action Program (AAP), which sets forth the policies, practices, and procedures we implement to ensure equal employment opportunity for protected veterans and individuals with disabilities. The Affirmative Action Program is available for review by any employee or applicant for employment upon request, during normal business hours.