

## Equal Opportunity Policy Statement

It is the policy at Chi-Chack LLC to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, Chi-Chack LLC is dedicated to taking affirmative action to employ and advance in employment protected veterans and individuals with disabilities. All personnel actions, including compensation, benefits, recruitment, hiring, training, and promotion of persons in all job titles, will be administered without regard to protected veteran or disability status and all employment decisions are based solely on valid job requirements. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, or discrimination for:

1) Filing a complaint; 2) Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of VEVRAA, Section 503 or any other Federal, State, or local law requiring equal opportunity for protected veteran or individuals with disabilities; 3) Opposing any act or practice made unlawful by VEVRAA, Section 503 or its implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for protected veterans and individuals with disabilities; or 4) Exercising any other right protected by VEVRAA, Section 503 or its implementing regulations.

### EQUAL EMPLOYMENT OPPORTUNITY - AFFIRMATIVE ACTION POLICY

Chi-Chack LLC pledges full support to the Affirmative Action Program and policy of nondiscrimination and equal opportunity, in compliance with Executive Order 11246, as amended, as well as applicable state and local laws, directives and regulations. Chi-Chack LLC will recruit, hire, train and promote persons in all job titles without regard to race, color or creed, religion, ancestry, national origin, sex, sexual orientation, gender identity, age, marital status, disability status, protected veteran status or status with regard to public assistance. We will insure that hiring and promotion decisions are in accord with equal employment opportunity principles by imposing only requirements which are job related or do not have an adverse impact, and that other employment decisions further the principle of equal employment opportunity. Chi-Chack LLC will insure that all personnel actions such as compensation, benefits, company sponsored training, education, tuition assistance, transfer, demotion, termination, layoff, return from layoff, and social and recreation programs will be administered without regard to protected group status.

Our Affirmative Action Program sets forth specific affirmative action and equal employment opportunity responsibilities of managers, supervisors, and all employees. It is incumbent that employees not discriminate in any policy, practice or procedure on the basis of protected group status. All employees are expected to make every reasonable effort to carry out their Affirmative Action Program responsibilities in spirit, as well as in letter, to assure that equal opportunity is available to all. We further expect all employees to demonstrate sensitivity, to and respect for, all other employees and to demonstrate commitment to Chi-Chack LLC's equal employment opportunity and affirmative action objectives.

These policies have the full support of Tatjana Stack, Chief Executive Officer, who has assigned responsibility for their implementation, including regular monitoring and periodic reporting to top management, to Theresa Reaume, EEO Coordinator. This program is available for review upon request by any applicant or employee by contacting the EEO Coordinator during regular business hours.



Tatjana Stack

Chief Executive Officer

07/01/2024