



Independent Vegetation Management

### AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

ACRT, Inc. has been and will continue to be an equal opportunity/affirmative action employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

- Persons are recruited, hired, assigned and promoted without regard to race, religion, color, national origin, military status, sex, veteran's status, age or disability.
- All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from lay offs, access to training, education and social recreation programs are administered without regard to race, religion, color, veteran's status, national origin, citizenship, sex, age or disability.
- Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to be considered under our Affirmative Action Plan, please contact Greg Murray during regular business hours at 800-622-2562 x 234

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all of the Company's personnel to attain our objective of equal employment opportunity for all.

Sincerely,

Micheal B. Weidner  
President & CEO  
ACRT, Inc.