Paladin
SUPPORTING • EDUCATING • BUILDING LIVES

AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYMENT POLICY STATEMENT

It is the policy and practice of Paladin Inc to assure that no person will be discriminated against, or be denied the benefit of any activity, program or employment process, in the areas of recruiting, advertising, hiring, upgrading, promotion, transfer, demotion, lay off, termination, rehiring, employment, rates of pay and/or other compensation.

Paladin Inc is an Affirmative Action/Equal Opportunity Employer and is strongly committed to all policies which will afford equal opportunity employment to all qualified persons without regard to age, ancestry, color, marital status (including civil union status), national origin, race, religious creed, sex, sexual orientation, mental retardation, learning disability, present or past history of mental disorder, or physical disability including, but not limited to, blindness, unless it is shown that such disability prevents performance of the work involved.

This policy and practice applies to all persons, particularly those who are members of the protected classes identified as being Black, Hispanic, Women and Persons with Disabilities and others such as Asian or Native American, etc. Paladin Inc will implement, monitor and enforce this Affirmative Action/Equal Opportunity Employment Policy Statement and program in conjunction with all applicable Federal and State laws, regulations and executive orders.

In order to implement our Affirmative Action/Equal Opportunity Employment Program, Paladin Inc will develop written strategies and plans designated to correct any deficiencies identified. Furthermore, this policy statement, as well as the Labor and Antidiscrimination Poster, shall be posted and otherwise made known to all workers in Paladin's home office, each satellite office, and at each job site. Managers and supervisory staff will be advised of their responsibilities to ensure the success of this program.

Ultimate responsibility for this Affirmative Action/Equal Opportunity Employment Program will be with the President/CEO). The day-to-day duties for the plan will be coordinated by Tiffany Cummings, HR Director who is designed as the Affirmative Action/Equal Opportunity Employment Officer.

This Affirmative Action Plan has my total support and Paladin pledges it best good faith efforts to achieve the objectives of this Affirmative Action Plan. I expect each manager, supervisor and employee of this Company to aid in the implementation of this program and be accountable for complying with this Affirmative Action Plan.

12/20/2022	Steve Hobby, President/CEO	Steve Hobby
Date	Printed Name/Title	Signature