



## Equal Employment Opportunity and Affirmative Action Program

To ensure equal employment opportunity, there shall be no discrimination of any individual or group because of race; color; creed; religion; gender; age; national origin; citizenship; marital status; veteran status; sensory, physical, or mental disability; political ideology; sexual orientation; gender identity; or any other factor protected by applicable law.

Furthermore, it is the policy of Parametrix to comply with the Americans with Disabilities Act, Section 503 of the Rehabilitation Act of 1973 and other federal and state laws prohibiting discrimination against applicants or employees with disabilities and take affirmative action to employ and advance qualified individuals with disabilities. Accordingly, Parametrix will reasonably accommodate applicants and employees with known physical or mental disabilities to the extent required by law. Parametrix reserves the right to modify, or make exceptions to, any of its existing policies or practices to the extent necessary to provide a reasonable accommodation to an applicant or employee whom Parametrix knows to have a disability.

Additionally, it is the policy of Parametrix to comply with the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA) as amended, which prohibits job discrimination. Parametrix is committed to engage in affirmative action to employ and advance in employment qualified protected veterans.

Parametrix will make reasonable accommodation for employees' religious beliefs. An otherwise qualified applicant or employee who requires reasonable accommodation should inform Human Resources of the need for accommodation. The employee and Human Resources will explore available reasonable accommodations with the employee's supervisor.

All Parametrix offices and their management are expected to carry forward the Company's policy of nondiscrimination, equal employment opportunity, and affirmative action in every aspect of employment. All decisions made with respect to recruiting, hiring, and promotion for all job classifications will be based solely on individual qualifications related to the requirements of the position. Likewise, all other personnel matters such as compensation, benefits, transfers, terminations, staff reduction, training, education, and social/recreational programs will be administered free from any unlawful discriminatory practices. To assist in the equal employment effort, Human Resources has the overall responsibility for providing the guidance and coordination in implementing and administering this Affirmative Action Program.

In addition, Parametrix will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employee who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)

The CEO of Parametrix is committed to the principle of Affirmative Action and Equal Employment Opportunity. Parametrix maintains an Affirmative Action Program and it's available to view by an employee or applicant for employment upon request during normal business hours. If you have questions or concerns, please contact the Parametrix EEO Coordinator, Jeanna Hanenburg, located at the Puyallup Office or at 253-604-6600.