



Adacel Systems, Inc.
9677 Tradeport Drive
Orlando, FL 32827

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

41 CFR Section 60-300.44(a), 41 CFR Section 60-741.44(a)

It is the policy at Adacel Systems, Inc. and Adacel Technical Services, Inc. to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, Adacel Systems, Inc. and Adacel Technical Services, Inc. are 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, are 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 Section 4212, Section 503, or any other Federal, State, or local law requiring equal opportunity for protected veterans or individuals with disabilities;
- 3) Opposing any act or practice made unlawful by Section 4212, Section 503, 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 Section 4212, Section 503.

This EEO policy has the full support of Kevin Pickett, our VP, Operations, who has assigned responsibility for its implementation to Alecia Harvey, EEO Coordinator. Adacel Systems, Inc. and Adacel Technical Services, Inc. has designed and implemented an audit and reporting system to monitor and maintain its compliance with the Acts.

Affirmative Action Programs for protected veterans and individuals with disabilities are available for inspection by any applicant or employee by contacting the Company's EEO Coordinator, Alecia Harvey, Monday through Friday, 9:00AM to 4:00PM.