

Equal Employment Opportunity Policy

This is to affirm Opal Services, Inc.'s policy of providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of Federal, State, and Local governing bodies or agencies thereof, specifically Minnesota Statutes 363.

Opal Services, Inc. will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, gender, sexual orientation, disability, age, marital status, veteran status or status with regards to public assistance.

Opal Services, Inc. will take Affirmative Action to ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to, the following: hiring, promotions, demotions, transfers, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training.

Opal Services, Inc. will commit the necessary time and resources both financial and human, to achieve the goals of its Equal Employment Opportunity and Affirmative Action plans.

Opal Services, Inc. fully supports incorporation of non-discrimination and Affirmative Action rules and regulations into contracts.

Opal Services, Inc. will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these Affirmative Action objectives as well as other established criteria. Any employee of this organization who does not comply with the Equal Employment Opportunity Policies and Procedures as set forth in this statement and plan will be subject to disciplinary action.

Opal Services, Inc. has appointed Samantha Randle and Julie Kay Bipes-Stanley, Human Resources Generalists, to manage the Equal Employment Opportunity Program. Their responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action Program as required by Federal, State, and Local agencies. The President of Opal Services, Inc. will receive and review reports on the progress of the program. If any employee or applicant for employment believes he/she has been discriminated against, please contact Samantha Randle or Julie Kay Bipes-Stanley at 4635 Nicols Road, Suite 100, Eagan, Minnesota 55122 or call (651) 454-8501.



James Lanigan, President

1/4/2016

Date