



Equal Employment Opportunity Policy

It is the policy of Genius Road to abide by all applicable state and federal fair employment laws, in all aspects of its operations. Employment decisions and personnel practices relating to hiring, promotions, transfers, training, job assignments, rates of compensation, benefits, working conditions, discipline, and termination of employment shall not be based on race, color, sex, religion, national origin, age, veteran or family status, or physical or mental handicap or disability (except as such handicap or disability may relate directly to the applicant's ability to perform a particular job or function to which he or she may aspire and reasonable accommodations to compensate for such handicap or disability cannot be made), or any other status or condition protected by applicable state or federal laws, except where a bona fide occupational qualification applies. Rather, these decisions and policies will be made and established based on the capability of the employee or the prospective employee to perform the particular job functions and the performance of the employee in the job functions. The current performance, specialized background potential, and any other factor deemed appropriate by management, including length of service and quality of work, may be determining factors in these decisions.

Genius Road will recruit, hire, train, demote, and promote persons in all job classifications without regard to race, religion, color, sex, age, national origin, handicap, family or veteran status, or any other status or condition protected by applicable state or federal law, except where a bona fide occupational qualification applies. Also, Genius Road will ensure that all personnel programs such as compensation, benefits, transfers, layoffs, return from layoff, or Company-sponsored training are administered without regard to race, religion, color, sex, age, national origin, handicap, family or veteran status, or condition protected by applicable municipal, state, or federal law, except where a bona fide occupational qualification exists.

A handwritten signature in cursive script, appearing to read "K. Zanatta".

Kimberly Zanatta
President
Genius Road, LLC