

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

41 C.F.R. §§ 60-250.44 (a); 60-300.44(a); 60-741.44 (a)

It is the policy of Civic Life International (CLI) and my personal commitment that equal employment opportunity will be provided in employment and advancement of covered veteran and persons with disabilities at all levels of employment, including the management level.

CLI does and will not discriminate against any applicant or employee because he or she is a covered veteran or because of a physical or mental disability in regard to any position for which the applicant or employee is qualified.

In addition, CLI is committed to a policy of taking affirmative action to employ and advance in employment qualified covered veteran and individuals with disabilities. It is the policy of CLI to ensure and maintain a working environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees are assigned to work.

CLI's EEO policy and affirmative action obligations include equal opportunity to all qualified persons regardless of race ethnicity, sexual orientation or nation of origin, if the individual is an asset to CLI and, to United States of America. This policy has my full support and, any violation should be immediately reported.

A handwritten signature in black ink, appearing to read "A. D. ...", is written over a horizontal line.

Signature

Principal Officer