



Equal Employment Opportunity

Intelligent Waves is committed to providing equal employment opportunity without regard to age, sex, race, color, disability, religion, national origin, citizenship status, uniform service member status, military or protected veteran status, or any other protected status under federal, state, or local law. The policy applies to all areas of employment, including recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation benefits, social and recreational programs, and all other conditions and privileges of employment. As a federal government contractor, Intelligent Waves complies with the following directives:

1. Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

2. The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years). Intelligent Waves does not discriminate and will not tolerate any unlawful discrimination. Any such conduct is strictly prohibited and will be subject to discipline up to and including termination. If you believe you have experienced illegal discrimination, you are advised to inform management and use the mandatory resolution procedure described in the Employee handbook in Section 5.0.

3. The Immigration Reform and Control Act of 1986, as amended, prohibits discrimination on the basis of national origin or citizenship status.