

## Policy

PlanIT Geo™ INC, of PO Box 1334, Wheat Ridge, CO, 80034, has an established AntiDiscrimination and Equal Employment Opportunity Policy (EEO). This policy applies to all independent contractors, temporary employees, all personnel working on the premises, and any other persons or firms doing business for or with PlanIT Geo™.

**PlanITGeo™ INC, and all individuals associated with PlanIT Geo™ as stated above, shall not discriminate against any employee or applicant for employment based on his or her age, color, creed, disability, national origin, gender identity, marital status, race, religion, sex, or sexual orientation.**

This policy extends to decisions involving hiring, promotion, demotion, or transfer; recruitment; layoff or termination; rates of pay or other forms of compensation; and selection for training.

## Action

- PlanIT Geo™ and all its employees will provide a working atmosphere free from above discrimination.
- PlanIT Geo™ promotes a working atmosphere free from harassment and discrimination.
- All employees are encouraged to refer minority, women, and those with disabilities for employment.
- Failure to follow the EEO statement guidelines will result in a disciplinary hearing with the EEO Officer or possible termination.

This company policy and others are available in conspicuous areas such as the office break room, offer letters provided, and our website ([www.PlanITGeo.com](http://www.PlanITGeo.com)).

PlanIT Geo™ authority regarding this policy and other Human Resource policies is:

### **Equal Opportunity Officer (EEO):**

Ian Hanou  
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