



## **Wagstaff Policy on Equal Employment Opportunity and Affirmative Action**

Wagstaff is a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veteran's Readjustment Act of 1974 as amended, (VEVRAA) and Section 503 of the Rehabilitation Act of 1973, as amended (Section 503). It is the policy of Wagstaff to promote the employment and advancement of minorities, women, individuals with disabilities and protected veterans in all phases of the employment process and in compliance with local, state and federal regulations. Wagstaff has developed an affirmative action program which sets forth the policies, practices, and procedures the Company is committed to in order to ensure that its policies of nondiscrimination and affirmative action is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request during normal business hours.