



EQUAL EMPLOYMENT OPPORTUNITY NOTICE

It is the policy of WindyCity Technologies Inc., all our locations to afford equal employment opportunity to qualified individuals regardless of their race, color, religion, sex, sexual orientation, national origin, age, physical or mental handicap or disability, veteran status, or because he/she is a disabled veteran, and to conform to applicable laws and regulations. In keeping with the intent of this policy, the Company will adhere strictly to the following personnel practices.

- Recruitment, hiring, and promotion of individuals in all job areas will be implemented without regard to race, color, religion, national origin, age, sex, sexual orientation, physical or mental handicap or disability, veteran status, or because an employee is a disabled veteran, except where a bona fide occupational qualification exists.
- Employment decisions will be made by all Company executives to further the principle of equal employment opportunity.
- Management decisions will be based on the principles of equal employment opportunity and utilize the use of valid job-related criteria and business factors.
- All personnel actions such as compensation, benefits, transfers, training and development, educational assistance, and social and recreational programs will be administered without regard to race, color, religion, national origin, age, sex, sexual orientation, physical or mental handicap disability, veteran status, or because an employee is a disabled veteran, except where a bona fide occupational qualification exists.
- Thorough documented analyses of all personnel actions will be conducted to ensure compliance with the concept of equal opportunity.