

**STATE OF OHIO
AFFIRMATIVE ACTION PROGRAM**

To: All Employees

FROM: Richard Paddock

DATE:6/19/2014 1:59:45 PM

SUBJECT: Equal Employment Opportunity and Affirmative Action Policy Statement

It is the policy of the Traffic Safety Analysis Systems & Services, Inc to ensure equal employment opportunity in accordance with the Ohio Revised Code 125.111 and all applicable federal regulations and guidelines. Employment discrimination against employees and applicants due to race, color, religion, sex (including sexual harassment), national origin, disability, age (40 years old or more), military status, or veteran status is illegal.

Traffic Safety Analysis Systems & Services, Inc managers and employees will comply with state and federal equal employment laws, rules, regulations and guidelines. This policy statement will be disseminated to all employees, various recruitment sources and will be displayed on all construction job sites and business locations. Any employees that deliberately violate this policy will be subject to disciplinary action.

Persons who believe Traffic Safety Analysis Systems & Services, Inc has discriminated against them may file a discrimination complaint with Jill Hall. The EEO Representative has full authority to manage issues involving employment discrimination.

Point of contact to file allegations of discrimination:

Company's EEO Representative: Jill Hall

Location:1213 Stringtown Rd Grove City OH 43123

Phone Number: 614-539-4100

E-Mail Address: jhall@tsass.com