Equal Employment Opportunity for Protected Veterans And Individuals with Disabilities

It is the policy of GStek not to discriminate against any employee or qualified applicant for employment because he or she is a protected veteran or an individual with a disability. It is also the policy of GStek to take affirmative action to employ and to advance in employment, all persons regardless of their status as protected veterans or as individuals with disabilities. This policy shall apply to all employment actions at all levels within the company, including, but not limited to recruitment, hiring, promotion, demotion, transfer, layoff, recall, termination, salary or other forms of compensation, and selection for training. As required by law, GStek ensures that all employment decisions are based on valid job requirements and provides needed reasonable accommodations to qualified applicants and employees.

Employees and applicants of GStek will not be subject to harassment on the basis of protected veteran or disability status. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law regarding protected veterans or individuals with disabilities is prohibited.

As President of GStek, Inc., I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected the Human Resources Manager as the Equal Employment Opportunity (EEO) Manager for GStek. One of the Human Resource Manager's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of GStek's programs.

In furtherance of GStek's policy regarding Affirmative Action and Equal Employment Opportunity, GStek has developed a written Affirmative Action Program which sets forth the policies, practices, and procedures that GStek is committed to in order to ensure that its policy of nondiscrimination and affirmative action for protected veterans and individuals with disabilities is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request, during normal business hours, in the corporate Human Resources department. Interested people should contact the Human Resources Manager at 757-548-1597 for assistance.

B.E. Strother, Jr.

President

June 1, 2024



Questions concerning this policy, or its intent should be directed to the corporate Human Resources Manager