



Equal Employment Opportunity & Affirmative Action Policy Statement

Equal Employment Opportunity

Quality Testing, LLC., "QT" is dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination against applicants or employees on the basis of:

- Age (40 and over)
- Race, color, religion, national origin
- Sex, including pregnancy, childbirth, related medical conditions, and breastfeeding
- Disability, military status, genetic information
- Or any other status protected by applicable federal, state, or local law.

This prohibition includes unlawful harassment based on any of these protected classes. Unlawful harassment covers verbal or physical conduct that substantially interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment. This policy applies to all individuals in the workplace—including managers, supervisors, co-workers—and non-employees such as customers, clients, vendors, and consultants.

Anti-Retaliation

Retaliation against any individual for filing a complaint, participating in an investigation, or exercising any rights under federal, state, or local EEO laws is strictly prohibited.

Americans with Disabilities Act (ADA), Pregnancy, and Religious Accommodation

QT will provide reasonable accommodations for qualified individuals with known disabilities unless doing so would result in undue hardship or pose a direct threat to health or safety. Employees may request accommodations related to pregnancy, pregnancy-related health conditions, recovery from childbirth, or recovery from a medical condition. QT will also accommodate sincerely held religious beliefs, unless it causes undue hardship. Employees should contact their supervisor or the Human Resources Manager immediately to initiate an accommodation.

Affirmative Action Commitment

As a federal contractor subject to 41 CFR 60, QT is committed to recruiting, hiring, training, and promoting qualified minorities, women, individuals with disabilities, and protected veterans. The Affirmative Action Officer will monitor and audit implementation annually, ensuring progress is documented.

Policy Dissemination

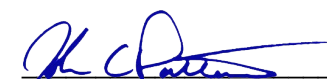
In accordance with 41 CFR 60-1.35(c), QT's nondiscrimination provision is incorporated in employee handbooks, disseminated to all employees and applicants, posted in conspicuous places, and made available upon request in accessible formats (e.g., large print, electronic versions).

EEO Coordinator Contact Information

QT's EEO Coordinator is Cari Good, Human Resource Manager, located at:
10625 N. 25th Ave., Suite 200, Phoenix, AZ 85029
Phone: 602-866-5090

Responsibilities

The Chief Executive Officer fully supports this policy and the Affirmative Action Program. The designated Affirmative Action Officer is responsible for implementing and monitoring compliance.



John Patterson, PE, CEO

January 1, 2026

Date