



EEO Policy Statement Reaffirming Commitment to EEO

In setting forth this plan PCP Corporate reaffirms its belief in and commitment to affirmative action and equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

Christine Cesena has been appointed by Daniel L. Vincent, President/CEO, as PCP Corporate's EEO Administrator. Christine Cesena oversees the plan development, modification, implementation, and reporting requirements. Christine Cesena is responsible for conducting annual management updates. The EEO Administrator also identifies and analyzes PCP Corporate's selection process in order to further the principles of equal employment opportunity.

As part of PCP Corporate's commitment to equal employment opportunity, it will seek to ensure that all personnel activities, including but not limited to, recruitment, selection, training, compensation, benefits, promotion, transfer, layoff and termination processes remain free of any discrimination based upon race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.

In accordance with Section 503 of the Rehabilitation Act of 1973, Vietnam Era Veterans Readjustment Assistance Act of 1974 and the Veterans Employment Opportunity Act of 1998, PCP Corporate is committed to providing equal employment opportunities to individuals with a disability, disabled veterans, recently separated veterans, active duty wartime or campaign badge veteran, and Armed Forces service medal veterans.

PCP Corporate's employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or Disabled Veterans or Protected Veterans or; (3) opposing any act or practice made unlawful by Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, or any other Federal, State or local law requiring equal opportunity for disabled persons or Disabled Veterans or Protected Veterans; or (4) exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, or any other right protected by the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended.