

TO: Employees of Synergis Technologies and Applicants for Employment

From: David Sharp, President

Date: 7/1/2015

Re: Equal Employment Opportunity Policy

It is the ongoing policy of Synergis Technologies to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of race, color, national origin, sex, sexual orientation, gender identity, religion, age, genetic information, disability, protected veteran status or any other status protected by applicable law.

The policy of equal employment opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement.

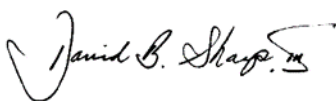
Synergis Technologies is committed to making employment decisions based on valid requirements, without regard to race, color, national origin, sex, sexual orientation, gender identity, religion, age, genetic information, disability, protected veteran status or any other status protected by applicable law. Synergis Technologies will analyze its personnel actions rigorously to ensure compliance with this policy.

Synergis Technologies' EEO Coordinator is Becca Kahle, Director of Human Resources, for Synergis Technologies' office in Quakertown, PA. Becca Kahle is responsible for compliance with state and federal EEO laws and affirmative action regulations. Becca Kahle is also responsible for implementing the Synergis Technologies' Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the EEO Coordinator.

Our AAP for Veterans and Individuals with Disabilities is available to you in Synergis Technologies' Human Resources office during regular office hours or by appointment.

All employees and applicants for employment are protected, by both company policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, retaliation or discrimination for filing a complaining, assisting in an investigation, or opposing any act or practice made unlawful by equal opportunity laws and regulations.

I personally endorse the policy of equal employment opportunity. I ask your continued assistance and support in maintaining an environment that reflects Synergis Technologies' commitment to equal opportunity and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.



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David Sharp, President