



Tapestry Technologies, Inc.
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Chambersburg, PA 17201
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Equal Employment Opportunity / Affirmative Action Policy Statement

Effective Date: 10/01/2014

It is the policy of Tapestry Technologies to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, genetic information or any other protected characteristic under applicable law. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, promotion, transfer, demotion, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all company-sponsored employee activities.

As part of the company's equal employment opportunity policy, Tapestry Technologies will also take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified persons with disabilities are introduced into our workforce and considered for promotional opportunities.

Employees and applicants shall not be subjected to harassment, intimidation or any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state or local law requiring equal opportunity.

The above-mentioned policies shall be periodically brought to the attention of supervisors and shall be appropriately administered. It is the responsibility of each supervisor of the company to ensure affirmative implementation of these policies to avoid any discrimination in employment. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies is a disciplinary offense. Any violation of the policy should be immediately reported to your supervisor or the company Affirmative Action Officer.

The Affirmative Action Officer has been assigned to direct the establishment and monitor the implementation of personnel procedures to guide our affirmative action program throughout Tapestry Technologies. A notice explaining the company's policy will remain posted.

Affirmative Action Officer: Holly Meyers, SHRM-SCP, HR Specialist
Address: 5000 Letterkenny Road, Suite 250, Chambersburg, PA 17201
Phone: (717) 977-4463
Email: hmeyers@tapestrytech.com

Jacque Sipes, CEO

Date