

POLICY STATEMENT - EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of VirTra to consider all qualified applicants for available positions without regard to race, color, sex, religion, age, national origin, disability, sexual orientation, gender identity, genetic information, veteran status, or any other protected class. Advancement to positions of greater responsibility is based on an individual's demonstrated performance.

VirTra is committed to the **EQUAL EMPLOYMENT OPPORTUNITY POLICY** and, as part of the Affirmative Action Plan, will:

- Recruit, hire, upgrade, train and promote in all job classifications without regard to race, color, sex, religion, age, national origin, disability or veteran status, sexual orientation, gender identity, genetic information, or any other protected class;
- Base employment decisions on the principles of Equal Employment Opportunity and with the intent to further the Company's commitment;
- Ensure that all other personnel actions (such as compensation, benefits, company-sponsored training, educational tuition assistance, social and recreational programs) shall be administered without regard to race, color, sex, religion, age, national origin, veteran status or disability, sexual orientation, gender identity, genetic information, or any other protected class;
- Take affirmative action to ensure that minorities and women, qualified individuals with disabilities and qualified protected veterans are introduced into the workforce and that these employees are encouraged to aspire for advancement and are considered as promotional opportunities occur;
- Ensure that employees and applicants are not subjected to intimidation and/or harassment, threats, coercion, or discrimination because they have filed a complaint, assisted or participated in an investigation or any other activity or opposed any act or practice made unlawful by **Section 503 60- 741.4(a) and VEVRAA 60-300.44(a)**.

In keeping with the above commitments and policy, VirTra will analyze, once a year, all personnel transactions to ensure equal opportunity for all individuals. Management's performance will be evaluated, as any other company goals. VirTra will ensure that the intent and practice of this policy is carried out. The ultimate responsibility for fulfilling the intent of this policy, however, lies with every department head and supervisor.

Dated: July 01, 2020

Robert Ferris, CEO