



Equal Employment Opportunity (EEO)/Affirmative Action Program (AAP) Policy Statement

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Trailboss Enterprises, Inc (TEI) will be based on merit, qualifications, and abilities. TEI does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

TEI will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship for the company. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

In addition to a commitment to provide equal employment opportunities to all qualified individuals, TEI has established an affirmative action program. VEVRAA/Section 503 AAP is available for inspection by any employee or applicant for employment upon request, during normal business hours, at the Corporate Office located in Anchorage, Alaska. Interested persons should contact Human Resources at (907) 338-8243 for assistance.

Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or the Human Resources Director at (907) 338-8243. Employees may raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

A handwritten signature in black ink, appearing to read "Joe Tolliver", is written over the printed name.

Joseph Tolliver
Chief Executive Officer
Trailboss Enterprises, Inc.