

FIVE STONES RESEARCH CORPORATION

401 Wynn Dr. NW, Huntsville, AL 35805

Equal Employment Opportunity Statement

Five Stones Research Corporation is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state or local laws and ordinances. Five Stones Research Corporation's management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, access to facilities and programs, and general treatment during employment.

As part of the Corporation's Equal Employment Opportunity Policy, and with the full support of Joni Green, CEO, Five Stones Research Corporation will also take affirmative action as called for by applicable laws and Executive Orders to ensure applicants are employed, and employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status or disability. Such action will include, but is not limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training. Employees may request to view our Affirmative Action Program for Minorities and Women, Protected Veterans, and Individuals with Disabilities by contacting Human Resources.

To ensure equal employment opportunities, Five Stones Research Corporation will endeavor to make reasonable accommodations of an otherwise qualified applicant or employee related to an individual's: physical or mental disability; sincerely held religious beliefs and practices; and/or any other reason required by applicable law, unless doing so would impose an undue hardship upon the Corporation's business operations.

Any applicant or employee who needs accommodation to perform the essential functions of a job should contact the Human Resources Manager to request such accommodation. The individual should specify what accommodation is needed to perform the job and submit supporting documentation explaining the basis for the requested accommodation, to the extent permitted and in accordance with applicable law.