

Policy Statement on Equal Employment Opportunity for Protected Veterans

[41 C.F.R. § 60-300.44(a)]



Why Hire Veterans?

There is a compelling business case to hiring veterans:

1. Hiring vets builds goodwill and honors their service.
2. Recruiting veterans reflects the social responsibility of an employer and builds goodwill with customers, employees, and the community.
3. Hiring veterans, who have sacrificed for their communities and the nation, is the right thing to do.

Veterans bring distinctive capabilities to civilian employers...

- **Accountability:** superior personal and team accountability. Veterans understand how policies and procedures help an organization function
- **Adaptability:** experience operating in ambiguous situations, exhibiting flexibility in fluid environments
- **Team players:** ability to understand the capabilities and motivations of each individual, regardless of background, to maximize team effectiveness
- **Experienced leadership:** battle-tested leadership, from the front and by example. Ability to inspire devoted followership and lead groups to accomplish unusually high aspirations
- **Self-reliance:** demonstrated initiative, ownership, and personal responsibility while leveraging all available assets and team members to ensure success
- **Perseverance:** proven resilience getting things done despite difficult conditions, tight deadlines, and limited resources
- **Strong work ethic:** belief in the value of hard work and taking initiative
- **Values-driven:** proven experience dedicating themselves to a cause. Veterans take pride in the mission, values and success of the organization

- Objective-focused: ability to organize and structure resources to accomplish the mission, regardless of roadblocks
 - Quick learners: proven ability to learn new skills quickly and efficiently
 - High impact decision-makers: strong situational awareness, ability to understand complex interdependencies and make decisions using practical judgment and creativity
 - Diverse perspectives: experience having impact and influencing people across the boundaries of culture, language, ethnicity and personal motivation
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As the Chief Executive Officer of The Michaelson Group, L.L.C. (TMG), I am committed to the principles of affirmative action and equal employment opportunity for protected veterans. Therefore, it is the policy of TMG not to discriminate because of protected veteran status and to take affirmative action to employ and advance in employment qualified protected veterans at all levels within the company. TMG will ensure that all employment actions, including but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, will be administered without regard to status as a protected veteran. TMG will also provide qualified applicants and employees who are disabled veterans with needed reasonable accommodations, as required by law, and will ensure that all employment decisions are based only on valid job requirements.

TMG prohibits harassment of employees and applicants because they are protected veterans and will conduct training to try to prevent any harassment or discrimination before it occurs. TMG also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity for protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

In furtherance of TMG's policy regarding affirmative action and equal employment opportunity, TMG has developed a written Affirmative Action Program (AAP) that sets forth the policies, practices and procedures that TMG is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified protected veterans is accomplished. This AAP is available for inspection by any employee or applicant for employment upon request, during normal business hours, in TMG's Administrative offices and on the company website (employee resources service center). Interested persons should contact the Human Resources Office for assistance.

In order to ensure employment opportunity and affirmative action throughout all levels of TMG, I have designated TMG's Director of Human Resources as the Equal Employment Opportunity (EEO) Officer for The Michaelson Group. The EEO Officer will establish and maintain an internal audit and reporting system that will track and measure the effectiveness of TMG's AAP and show where additional action is needed to meet TMG's objectives.

L. Michael Pleasants
Chief Executive Officer
The Michaelson Group Holdings, L.L.C.