

EQUAL EMPLOYMENT OPPORTUNITY POLICY

**41 C.F.R. Section 60-300.44(a), 41 C.F.R. Section 60-741.44(a), 41 C.F.R. Section
60-741.43**

To provide equal employment and advancement opportunities to all individuals at all levels in the organization, employment decisions at Ox Bodies, Inc. ("Company") will be based on merit, qualifications, and abilities. It has been and shall continue to be both the official policy and the commitment of the Company to further equal employment opportunities for all persons regardless of, among other characteristics, race, religion, color, national origin, sex, sexual orientation, gender identity, age, genetic information, status as a protected veteran or status as a qualified individual with a disability, including a physical or mental disability, or any other characteristic protected by applicable Federal, State or Local law.

Company will make reasonable accommodations for qualified protected veterans, individuals with known disabilities and or any other protected category unless doing so would result in an undue hardship. Applicants or employees may contact Gabby Tucker, gtucker@tbei.com to request a reasonable accommodation.

The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Ox Bodies, Inc. remains committed and to respond to any specific complaints applicants or employees may file with the Company's equal employment opportunity office. Overall responsibility for the implementation of the Company's equal employment opportunity programs and for affirmative action compliance activities is assigned to Tina Albright, Vice President, Human Resources, who may be contacted with any questions or concerns, talbright@tbei.com. This policy will be posted on company bulletin boards. This policy shall be accessible to applicants and employees in an accessible and understandable form. Applicants and employees may also email Tina Albright for a way to inspect the Disabled and Veteran affirmative action plans minus the statistical portions between 8 a.m. to 5 p.m. Monday through Friday.