

EEO STATEMENT AND LEGAL NOTICES

PONTOON SOLUTIONS – UNITED STATES

EEO is the Law

[EEO is the Law \(English\)](#)

[EEO is the Law \(Spanish\)](#)

An Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, or protected veteran status and will not be discriminated against on the basis of disability.

Equal Employment Opportunity Policy

The Company is firmly committed to creating a climate where the different perspectives that diversity brings to the business are valued. Attracting and developing a diverse workforce that reflects the communities we serve is at the foundation of this goal. Viewing diversity as an asset is essential in cultivating a workforce that reflects the changing face of the United States.

The Company is an equal opportunity employer, and it is a continuing policy of the Company to afford equal employment opportunities in all aspects of employment (including but not limited to job selection, hiring, promotion, termination, compensation, training and benefits) to all individuals without regard to race, color, religion, sex or gender (including pregnancy, childbirth and related medical conditions), gender identity or expression (including transgender status), national origin, ancestry, sexual orientation, marital status, age, physical or mental disability, military or veteran status, citizenship or immigration status, genetic information, and any other characteristic protected by applicable federal, state, or local law or ordinance (“Protected Characteristics”).

Employment decisions will be based on the principles of equal employment opportunity and with the intent to further the Company’s commitment to diversity and equal employment. All applicants for employment and employees of the Company may exercise their rights under this Policy or Federal, State or local laws at any time.

E-Verify and Right to Work Notices

[IER Right to Work Poster \(English/Spanish\)](#)

[E-Verify Participation Poster \(English/Spanish\)](#)

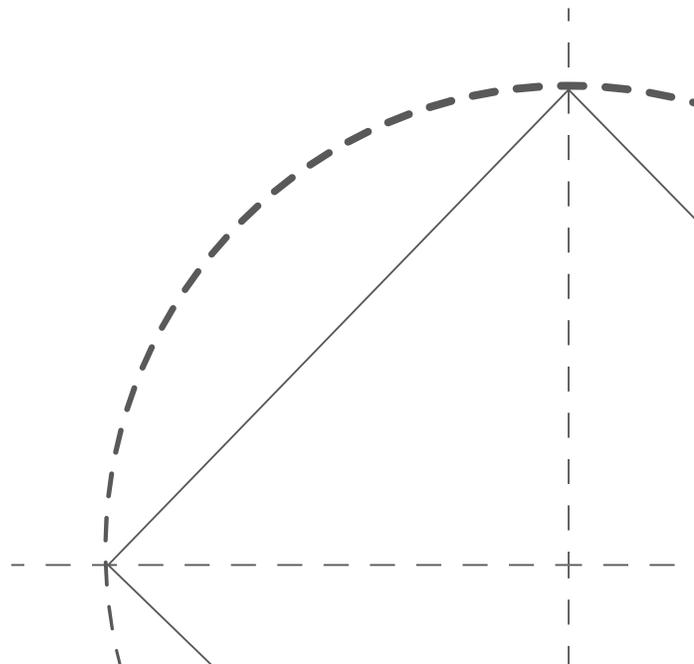
Other Applicant Notices

[Family and Medical Leave Act Poster](#)

[Employee Polygraph Protection Act](#)

Pay Transparency Nondiscrimination Provision

[Pay Transparency Nondiscrimination Provision](#)



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State Posters

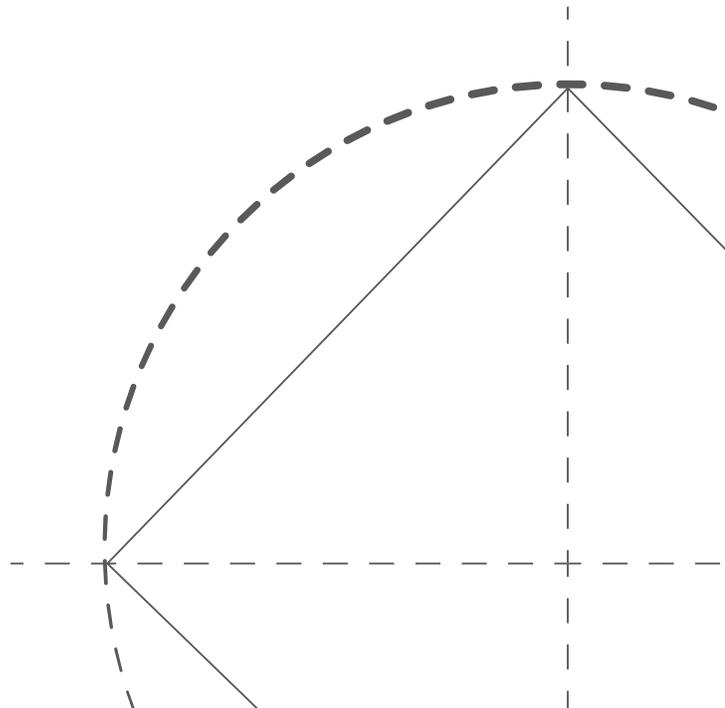
[Notice to Applicants and Employees: Los Angeles Fair Chance Initiative for Hiring Ordinance](#)

Americans with Disabilities Act

Pursuant to the Americans with Disabilities Act (ADA), the ADA Amendments Act, and our own internal policies and culture, the Company will endeavor to provide reasonable accommodation to qualified individuals with known disabilities upon request in order to enable them to apply or perform the essential functions of their job, so long as the accommodation does not impose an undue hardship. We will engage in an interactive dialogue with all individuals requesting accommodations. Some examples of potential accommodations include providing assistive devices, reassignment to a different position, and/or finite periods of leave; however, each situation and position is unique and will be analyzed individually to ensure that both an accommodation can be provided and that no undue hardship occurs as a result.

An applicant or employee who believes they require an accommodation in order to apply or perform the essential functions of the job should contact the employee's Company Representative and/or the HR HUB to request an accommodation. The individual should specify what accommodation they believe is needed. To the extent medical records are required to evaluate a reasonable accommodation, the Company will preserve the confidentiality of such medical records. During the period when the Company is reviewing the individual's request, information concerning the disability will be shared only with those who have a business need to know. If it will not impose an undue hardship, an accommodation will be made or an alternative accommodation will be proposed.

The Company does not deny employment to or discriminate against individuals with disabilities, and it will not retaliate against individuals for requesting an accommodation. The Company prohibits discrimination against job applicants in employment screening and hiring processes. The Company provides job applicants with reasonable accommodations in the screening and hiring processes, including reasonable accommodations regarding the administration and use of any pre-employment test. When alerted to the need for accommodation, the Company will engage job applicants in the interactive process to provide reasonable accommodation.



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REAFFIRMATION OF AFFIRMATIVE ACTION POLICY STATEMENT

The Adecco Group reaffirms its belief and commitment in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

The Adecco Group has developed and maintained a written Affirmative Action Program (AAP). The Adecco Group's Chief Human Resources Officer supports the affirmative action program and urges each employee to commit to carrying out the intent of this policy. The Adecco Group maintains an audit and reporting system to determine overall compliance with its equal employment opportunity mandates. The EEO Administrator oversees the affirmative action plan development, modification, implementation, effectiveness, reporting requirements and conducts management updates. The Adecco Group invites any applicant and/or employee to review the Company's written Affirmative Action Plan. This plan is available for inspection upon request during normal business hours at the Human Resources office.

As part of The Adecco Group's commitment to the overall process, it will seek to ensure that all aspects of employment, including recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, layoff and termination processes remain free of illegal discrimination based upon race, color, religion, sex, sexual orientation, gender identity, national origin, disability (as defined under Section 503 of the Rehabilitation Act of 1973) or protected veteran status (as defined under Vietnam era Veterans' Readjustment Assistance Act of 1974). The Adecco Group ensures that all employment decisions are based only on valid job requirements. Regular review helps to ensure compliance with this policy.

The Adecco Group will ensure that employees and applicants shall not be subjected to harassment due to their status described above, or any harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engaged in any of the following activities; (1) filing a complaint with the Company or with federal, state, or local agencies regarding status covered under this AAP, (2) assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute pertaining to the status covered under this AAP; (3) opposing any act or practice made unlawful by section 503 and/ or VEVRAA, and (4) exercising any other right protected by section 503 and/or VEVRAA or its implementing regulations in this part.



Terri Lewis
SVP, Global Head of Human Resources
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