



Equal Employment Opportunity Policy Statement

It is the policy of Skeo Solutions, Inc. (Skeo) not to discriminate against any employee or applicant for employment based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or protected veteran status. It is also Skeo's policy to take affirmative action to employ, and to advance in employment, all persons regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or protected veteran status, and to base all employment decisions only on valid job requirements. This policy applies to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment.

Skeo forbids any harassment of its employees and applicants based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or protected veteran status. Additionally, Skeo prohibits retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination; engaged or may engage in filing a complaint; assisted in a review, investigation, or hearing; or otherwise sought to obtain their legal rights under any federal, state or local Equal Employment Opportunity law.

As President and Chief Executive Officer of Skeo, I am committed to the principles of affirmative action and Equal Employment Opportunity. To ensure dissemination and implementation of Equal Employment Opportunity and affirmative action throughout all levels of the company, HR Director Haben Tesfahuney serves as Skeo's Equal Employment Opportunity (EEO) Manager. The EEO Manager establishes and maintains internal audit and reporting systems to allow for effective measurement of Skeo's EEO affirmative action programs.

To implement this EEO Policy Statement, Skeo has developed a written Affirmative Action Program that presents the policies, practices and procedures that Skeo will execute to accomplish its policy of nondiscrimination and affirmative action. Skeo employees and applicants may contact the EEO Manager during normal business hours to make a request to inspect Skeo's Affirmative Action Program. Contact HR Director Haben Tesfahuney for assistance.

Skeo requests the support of all employees in accomplishing Equal Employment Opportunity at Skeo.

Michael Hancox
January 1, 2022
Skeo Solutions, Inc.