

**Statement on Equal Employment Opportunity
Protected Veterans [41 C.F.R. § 60-300.44(a)]
Individuals with Disabilities [41 C.F.R. § 60-741.44(a)]**


As the Chief Executive Officer of SolAero Technologies Corp., I am committed to the principles of affirmative action and equal employment opportunity for individuals with disabilities and protected veterans. It is our policy not to discriminate on the basis of disability or protected veteran status and to take affirmative action to employ and advance in employment qualified individuals with disabilities and protected veterans at all levels of the company. SolAero Technologies Corp. will ensure that all employment actions, including but not limited to recruiting, hiring, selection for training, promotion, transfer, demotion, layoff, recall, termination, and rates of pay or other forms of compensation, will be administered without regard to disability status or status as a protected veteran. SolAero Technologies Corp. will also provide qualified applicants and employees with disabilities and disabled veterans with needed reasonable accommodation, as required by law, and will ensure that all employment decisions are based only on valid job requirements.

SolAero Technologies Corp. prohibits harassment of employees and applicants on the basis of disability or because they are protected veterans and will conduct training to try to prevent harassment and discrimination. SolAero Technologies Corp. 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 or individuals with disabilities. Prohibited retaliation includes, but is not limited to: harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.


To support SolAero Technologies Corp.'s policy regarding affirmative action and equal employment opportunity, we have developed a written Affirmative Action Program (AAP) that sets forth the policies, practices and procedures that we are committed to in order to ensure that our policy of nondiscrimination and affirmative action for qualified individuals with disabilities and protected veterans is accomplished. The narrative AAP is available for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact Human Resources for assistance.

To ensure employment opportunity and affirmative action throughout all levels of SolAero Technologies Corp., our Director, Human Resources has been designated as Equal Employment Opportunity (EEO) Officer for the Company. The EEO Officer will establish and maintain an internal audit and reporting system to track and measure the effectiveness of the AAP and show where additional action may be needed.


SolAero Technologies Corp.
Brad Clevenger, CEO


Date

To: Employees of SolAero Technologies Corp., Albuquerque, NM and Applicants for Employment

From: Brad Clevenger, Chief Executive Officer 

Date: January 1, 2021

Re: Equal Employment Opportunity Policy

Policy:

It is the policy of SolAero Technologies Corp., Albuquerque, NM to base all employment decisions on the principles of equal employment opportunity and to take affirmative action in the employment and development of women, minorities, individuals with disabilities, and veterans. In particular, it is our policy:

- To recruit, hire, promote, reassign, and train qualified persons without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or veteran status;
- To undertake, through affirmative efforts, improvement of employment opportunities for minorities, women, individuals with disabilities and veterans,
- To administer personnel actions such as compensation, benefits, transfers, layoffs, returns from layoffs, organization-sponsored training, education, and social and recreational programs without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or veteran status; and
- To provide reasonable accommodations where feasible, and otherwise treat equally, qualified individuals with disabilities.

Additionally, SolAero Technologies Corp., Albuquerque, NM, fully supports the “American with Disabilities Act” (ADA), and promptly responds to requests for job accommodations.

This statement is part of our Affirmative Action Plan. Information on the Individuals with Disabilities and Veterans Programs are available for review by employees and applicants in the office of our EEO Official, Silvia Gentile, Director, Human Resources. Any questions you have in this area should be addressed to her at (505) 323-3417, during our regular business hours from 9:00 a.m. to 5:00 p.m.