



Policy Statement-Equal Employment Opportunity for Individuals with Disabilities and Protected Veterans

It is the policy of Sevenson Environmental Services, Inc. (Company) not to discriminate against any employee or applicant for employment because he or she is an individual with a disability or a protected veteran, (i.e., disabled veteran, Armed Forces service medal veteran, recently separated veteran, or other veteran who served during a war, or in a campaign or expedition for which a campaign badge has been authorized). It is also the policy of Sevenson to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply 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.

Employees and applicants of Sevenson Environmental Services, Inc, will not be subject to harassment based on disability or status as a protected veteran. Additionally, 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 have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law regarding individuals with disabilities or protected veterans is prohibited.

Sevenson Environmental Services, Inc. is 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, Brenda Bryant and Lynne Mueller have been assigned as Assistant Equal Employment Opportunity (EEO) Coordinators for Sevenson Environmental Services, Inc. One of the Assistant EEO Coordinators' duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Sevenson Environmental Services Inc.'s programs.

In furtherance of Sevenson Environmental Services, Inc.'s policy regarding Affirmative Action and Equal Employment Opportunity, Sevenson has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that Sevenson is committed to ensure that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Human Resources office. Interested persons should contact either of the Assistant EEO Coordinators at (716) 284-0431 at ext's 204, & 248 for assistance.