

EQUAL EMPLOYMENT OPPORTUNITY  
AND AFFIRMATIVE ACTION POLICY STATEMENT

2016-2017

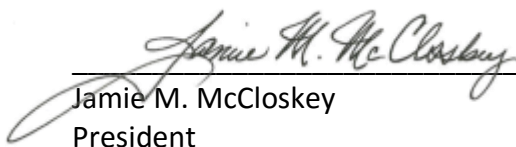
It is the policy of Foreign Disclosure & Export Solutions (FDES) Corporation to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, protected veteran, disabled status or any other protected characteristic or activity. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, upgrading, demotion or transfer, reduction of workforce and termination, rates of pay or other form of compensation, selection for training, the use of all facilities, and participation in all company-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations will be adhered to by the companies where appropriate.

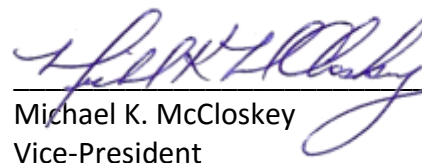
As part of this companies' equal employment opportunity policy, FDES will also take affirmative action as-called for by applicable laws-and-Executive Orders to ensure that minority group individuals, females, protected veterans, and qualified disabled persons are introduced into our workforce and considered as promotional opportunities arise. FDES' senior leadership fully supports equal opportunity and affirmative action policies.

Employees and applicants shall not be subjected to harassment or intimidation because they have; (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; or (4) exercised any other legal right .protected by federal, state, or local law requiring equal opportunity.

The above-mentioned policies shall be periodically brought to the attention of FDES management and shall be administered with a positive attitude. It is the responsibility of each manager to ensure affirmative implementation of these policies to avoid any discrimination in employment. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies is a disciplinary offense.

Our affirmative action officers have been assigned to direct the establishment of and to monitor the implementation of personnel procedures to guide our affirmative action programs throughout FDES. These affirmative action officers are responsible for reviewing and updating the companies' affirmative action plan from time to time, including the reporting and follow up process. A notice explaining FDES' policy is permanent posted on the company website.

  
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Jamie M. McCloskey  
President

  
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Michael K. McCloskey  
Vice-President