# V Group Inc. Equal Employment Opportunity (EEO) Policy Statement

1. V Group will not discriminate against employees or applicants for employment because of race, creed, color, national origin, sex, age, disability or marital status. V Group will make and document its conscientious and active efforts to employ and utilize minority group members and women in its work force on contracts and will undertake or continue existing programs of affirmative action to ensure that minority group members and women are afforded equal employment opportunities without discrimination. Affirmative action shall mean recruitment, employment, job assignment, promotion, upgrading’s, demotion, transfer, layoff, or termination and rates of pay or other forms of compensation.
2. At the request of the client, V Group will request each employment agency, labor union, or authorized representative of workers with which it has a collective bargaining or other agreement or understanding, to furnish a written statement that such employment agency, labor union or representative will not discriminate on the basis of race, creed, color, national origin, sex, age, disability or marital status and that such union or representative will affirmatively cooperate in the implementation of V Group’s obligations.

(c) All qualified applicants will be afforded equal employment opportunities without discrimination because of race, creed, color, national origin, sex, age, disability or marital status.