



A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

Adam Roth, CEO

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Roth Staffing Companies, L.P. dba Ultimate Staffing Services, Ledgent Finance & Accounting, Adams & Martin Group, Ledgent Technology, and About Talent (the "Company") has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

- a. Persons are recruited, hired, assigned and promoted without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations
- b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination 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 right protected by federal, state or local law requiring equal opportunity.

I have appointed Jessica Garduno to take on the responsibilities of EEO Coordinator. The EEO Coordinator has been assigned the overall responsibility to implement the Company's legally required affirmative action programs related to individuals with a disability and protected veterans. As part of that responsibility, the EEO Coordinator will implement and administer an audit and reporting system to ensure compliance with the Company's affirmative action obligations, periodically measure the effectiveness of the affirmative action programs, and identify any areas for potential remedial action, as appropriate.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of the Affirmative Action Plan for individuals with a disability or protected veteran status, please contact Jessica Garduno during regular business hours. This is also a reminder that employees may update their disability and veteran status at any time by contacting Jessica Garduno.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all of the Company's personnel to assist and support equal employment opportunity for all.

Sincerely,

A handwritten signature in black ink that reads "Adam J. Roth". The signature is written in a cursive, flowing style.

CEO

This Affirmative Action Program is effective from March 24, 2025 to August 31, 2025.