

EEO POLICY STATEMENT

It is the policy of ALEX-Alternative Experts, LLC (the "Organization") to provide equal opportunity to all employees and applicants for employment. The Organization's policy prohibits discrimination based on race, color, religion, sex, sexual orientation, national origin, disability status, protected veteran status, genetic information, or any other status protected by state or local law applicable to the Organization.

In accordance with regulations regarding individuals with disabilities as defined in Section 503 of the Rehabilitation Act of 1973 (Section 503), as amended, the Organization will recruit, hire, train, and promote persons in all job titles, administer all personnel actions without regard to disabled status, and ensure that all employment decisions are based only on valid job requirements. The Equal Employment Opportunity Commission (EEOC) developed regulations that govern coordination between the EEOC and the Department of Labor (DOL) on Section 503 matters.

In accordance with Department of Labor regulations regarding veterans as defined in the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Organization will recruit, hire, train, and promote persons in all job titles, administer all personnel actions without regard to protected veteran status, and ensure that all employment decisions are based only on valid job requirements.

The Organization maintains an Individuals with Disabilities and Protected Veteran Plan for each establishment. The program documents, excluding data metrics, is available for review in the Human Resources Department during normal business hours. The Organization maintains an audit and reporting system to determine compliance with its equal employment obligations. The EEO Coordinator assumes overall responsibility for the Organization's equal employment programs.

The Organization does not tolerate harassment, intimidation, threats, coercion or discrimination against any employee or job applicant for exercising his/her rights under Section 503, as amended and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended. These rights are: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the statute; (3) opposing any act or practice made unlawful by the statute; or (4) exercising any other right protected by the statute. For information concerning the Organization's internal policies for addressing complaints of harassment, please refer to our no-harassment policy.



Monica Joseph, CEO

2/2025



George Vensko, President/COO

2/2025