

EQUAL OPPORTUNITY POLICY FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

This serves to reaffirm Continuum Innovation LLC's policy not to discriminate against any employee or applicant for employment because of status as a protected veteran and/or physical or mental disability in regard to any position for which the employee or applicant is qualified. Continuum Innovation LLC is a government contractor and has developed an Affirmative Action Plan to employ, advance in employment, and otherwise treat qualified protected veterans and individuals with disabilities without discrimination based upon their protected veteran and/or physical or mental disability status in all employment practices. Continuum Innovation LLC will recruit, hire, train, promote, upgrade, demote, transfer, layoff, terminate, compensate, and select for training persons in all job titles, and ensure that all other personal actions are administered without regard to protected veteran and/or disability status; and ensure that all employment decisions are based only on valid job requirements. This Affirmative Action Plan is available for inspection in the Human Resources Department during regular business hours.

Continuum Innovation LLC extends an invitation to self-identify as a protected veteran and/or individual with disability to all applicants both pre-offer and post-offer. Employees and applicants are not to be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities involving the laws enforced by OFCCP, the Americans with Disabilities Act, and state or local laws requiring equal opportunity for protected veterans and individuals with disabilities:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance review, hearing, or any other related activity;
3. Opposing any act or practice made unlawful by these laws; or
4. Exercising any other right protected by these laws or implementing regulations.

Alexis Yilmaz, Human Resources Manager, is designated as Equal Employment Opportunity Coordinator of the Affirmative Action Program for Continuum Innovation LLC and is responsible for its implementation, including audit and reporting systems. Alexis Yilmaz's telephone number is (617) 928-9561. If any employee has a suggestion, problem, or complaint, she/he should feel free to contact Alexis Yilmaz.

As President in charge of Continuum Innovation LLC, I hereby reaffirm our commitment to advance the concepts of equal opportunity. To ensure that this policy is adhered to, in the day-to-day activities of our management, all personnel actions will be monitored, analyzed, and reported on periodically throughout each year.



Gianfranco Zaccai, President
Continuum Innovation LLC