

A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS
Equal Opportunity Policy Statement

ECS Staffing and Recruiting has been and will continue to be an equal employment opportunity employer and is committed to the policies and programs that make equal employment opportunity a fact as well as a concept. To ensure full implementation of the equal opportunity policy, we will take steps to ensure that:

1. Recruitment, hiring, placement, and promotion are conducted without regard to race, color, religion, creed, sex, pregnancy, marital or family status, age, disability (physical or mental), genetic information, ancestry, national or ethnic origin, citizenship status, sexual orientation, gender identity or expression, veteran or military status, political affiliation, or any other status protected by applicable federal, state, or local law.
2. All personnel actions—including compensation, benefits, transfers, layoffs and recalls, access to training and education, and participation in social and recreational programs—are based solely on job-related requirements and individual merit, and are administered without discrimination.
3. Employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or retaliation for:
 - a. Filing a complaint,
 - b. Assisting or participating in an investigation or hearing,
 - c. Opposing any unlawful employment practice, or
 - d. Exercising any other right protected by federal, state, or local equal opportunity laws.

ECS Staffing and Recruiting's leadership team is fully committed to monitoring and reviewing personnel policies and practices to ensure compliance with these principles. The company has designated an Equal Employment Opportunity (EEO) Officer responsible for implementing and overseeing programs related to equal opportunity, affirmative action, and compliance for individuals with disabilities and protected veterans.

As required by law, ECS Staffing and Recruiting takes affirmative action to recruit, hire, train, and promote qualified individuals with disabilities and protected veterans. We also provide reasonable accommodations for applicants and employees with disabilities to ensure equal access and opportunity in employment.

If you are an employee or applicant who has questions about this policy or would like to review portions of our affirmative action programs, please contact [HR Department – ECS Staffing and Recruiting] at getintouch@earncs.com

ECS Staffing and Recruiting is committed to maintaining a workplace free from discrimination, harassment, intimidation, and retaliation in all locations where our employees work.

Our leadership believes that these policies not only fulfill our legal obligations but also reflect our core values of respect, inclusion, and integrity, and represent an essential part of who we are as an organization.

We appreciate your continued support and commitment to our equal opportunity efforts.