



EEO/AAP Policy Statement

Advarra, Inc. ("Advarra") provides equal employment opportunity to all individuals regardless of their race, color, religion, creed, sex, sexual orientation, gender identity, national origin, age, disability, veteran, marital, or domestic partner status, citizenship, genetic information or any other status or characteristic covered by federal, state or local law. Further, the company takes affirmative action to ensure that applicants are employed, and employees are treated during employment without regard to any of these characteristics. Discrimination of any type will not be tolerated.

In keeping with the above conviction, Advarra is committed to assuring that:

All recruiting, hiring, training, promotion, compensation, and other employment related programs are provided fairly to all persons on an equal opportunity basis without regard to race, color, religion, creed, sex, sexual orientation, gender identity, national origin, age, disability, veteran, marital, or domestic partner status, citizenship, genetic information, or any other characteristic protected by law;

Employment decisions are based on the principles of equal opportunity and affirmative action; and

All personnel actions such as compensation, benefits, transfers, training, and participation in social and recreational programs are administered without regard to race, color, religion, creed, sex, sexual orientation, gender identity, national origin, age, disability, veteran, marital, or domestic partner status, citizenship, genetic information, or any other characteristic protected by law.

Advarra believes in and practices equal opportunity and affirmative action. Human Resources Director Karrie Goldstein serves as the Equal Opportunity Coordinator for the company and has the responsibility for monitoring this company's equal opportunity and affirmative action practices. All employees are responsible for supporting the company's equal opportunity and affirmative action policies and programs. Managers and employees are expected to assist the company in meeting its objectives in these areas.

Advarra maintains affirmative action plans for minorities, women, and persons with disabilities. Any questions regarding these plans should be directed to the company's Equal Opportunity Coordinator. Our Affirmative Action Policy is available during regular business hours Monday through Friday. Please email request to HumanResources@forteresearch.com and allow a minimum of 24 hours for response.