



EEO POLICY

Our Company is comprised of enthusiastic and capable people with varied backgrounds; therefore, our employment practices are intended to ensure equal opportunities for all qualified employees and applicants. Accordingly, all employment decisions shall be consistent with the principle of Equal Employment Opportunity (EEO).

It is the policy of the Company not to discriminate against any employee or applicant for employment based on gender, race, religion, color, national origin, physical or mental disability, marital status, age, gender identity or expression, citizenship, genetic information, ancestral origin, sexual orientation, pregnancy, childbirth, protected veteran or disability status, or any other status protected by Federal, State or local laws.

This policy applies to every aspect of employment, including, but not limited to recruitment, hiring, placement, promotion, compensation, benefits, transfers, training, education and social programs, job elimination, layoffs, recalls, and termination.

Furthermore, the Company will provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, the Company is dedicated to taking affirmative action to employ and advance in employment, protected veterans and individuals with disabilities. It is the goal of Carousel to utilize qualified disabled persons and covered veterans in as many levels of position classifications as practicable. All employment decisions are based solely on valid job requirements. Carousel will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship.

Employees and applicants of the Company will not be subject to harassment based on their status. Additionally, they will not be subject to retaliation, including intimidation, threats, coercion, interference or discrimination for:

Filing a complaint, assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of VEVRRRA, Section 503 or any other Federal, State, or local law requiring equal opportunity for protected veterans or individuals with disabilities, opposing any act or practice made unlawful by VEVRRRA, Section 503 or its implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities; or exercising any other right protected by VEVRRRA, Section 503 or its implementing regulations.

As President of the Company, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. To ensure dissemination and implementation of Equal Employment Opportunity and Affirmative Action throughout all levels of the company, I have selected the Vice President - Human Resources as the Equal Employment Opportunity (EEO) Officer for the Company. One of the duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of the Company's programs.

In addition to the Company policy regarding Affirmative Action and Equal Employment Opportunity, the Company has developed a written Affirmative Action Plan which sets forth the policies, practices and procedures that the Company is committed to ensure that its policy of nondiscrimination and affirmative action for all qualified individuals is accomplished. The persons with disabilities and veterans affirmative action plans are available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Human Resources Department. Interested persons should contact the Vice President - Human Resources at 401.0760 x 1116 for assistance.

A handwritten signature in blue ink, appearing to read "Jeff Gardner".

Jeff Gardner, President