

**NOTICE TO APPLICANTS AND EMPLOYEES OF AVAILABILITY OF
AFFIRMATIVE ACTION PLAN FOR WOMEN, MINORITIES,
PROTECTED VETERANS AND FOR INDIVIDUALS WITH A DISABILITY**

High Associates Ltd. is a covered federal contractor or subcontractor subject to the requirements of Executive Order 11246, as amended, the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA), as amended, and Section 503 of the Rehabilitation Act of 1973, as amended. As such, High Associates Ltd. is bound by the terms of Executive Order 11246, VEVRAA and Section 503, and shall not discriminate against individuals with disabilities, protected veterans, minorities, or women and is committed to taking affirmative action to employ and advance in employment protected veterans, individuals with disabilities, minorities, and women

High Associates Ltd. maintains an Affirmative Action Plan for the purpose of proactively seeking employment and advancement in employment of women, minorities, qualified protected veterans and individuals with disabilities. As an individual interested in employment with High Associates Ltd., or as one of High Associates Ltd.'s valued employees, High Associates Ltd. welcomes the opportunity to make its employees and applicants more aware of the High Associates Ltd.'s obligations and affirmative efforts. Upon request, High Associates Ltd. will make accessible to you its Affirmative Action Plan for minorities, women, protected veterans and individuals with a disability. If you are interested, please submit a written request to Michelle Gallo during normal business hours. Upon making your request, we can schedule a time for you to review the Affirmative Action Plan. For remote employees not physically located at the facility, they may request a copy of the Affirmative Action Plan for review and return should no internet access be available.