



Equal Opportunity & Affirmative Action Policy Statement

I. K. Curtis Services, Inc. is committed to a policy of equal employment opportunity. It is the policy of IKCS that all of its employees shall not be discriminated based upon race, color, religion, national origin, sex, sexual orientation, age, marital status, disability or citizenship, and any other classifications which are protected by federal, state, or local laws.

The policy applies to recruiting, hiring, training, transfers, assignments, promotions, entitlement to benefits, compensation, termination and any social or recreational activities sponsored by the company.

Richard Harter
President

Date: 7/4/2008