

STATEMENT OF EQUAL OPPORTUNITY

Logista is fully committed to equal employment opportunity and compliance with the letter and spirit of the full range of fair employment practices with respect to recruitment, hiring, training, promotion, demotion, transfer, layoff, recall, compensation, benefits, social/recreational programs and other terms and conditions of employment. Logista does not discriminate on the basis of race, color, national origin, sex, religion, age, sexual orientation, gender identity, disability, veteran status, genetic information, or any other characteristic protected by law. Any Logista employee who violates Logista's EEO policy is subject to appropriate discipline up to and including termination of employment.

Logista prohibits retaliation against individuals for reporting harassment or discrimination, making a claim of discrimination or harassment, participating in an investigation concerning discrimination or harassment, or requesting reasonable accommodation due to a disability or religious belief or practice.

Employees and applicants may not be subjected to any form of harassment, discrimination, or retaliation for exercising rights protected by, or because of their participation in an investigation or compliance review related to, Executive Order 11246, the Americans With Disabilities Act, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, or any other federal or state non-discrimination law, rule, or regulation.

If you have a complaint of discrimination on the basis of a prohibited factor, or if you are aware of an incident of discrimination against an employee or applicant for employment, it is your responsibility to report that discrimination to Logista's Director of Human Resources. If you are uncomfortable reporting to the Director of Human Resources, you should report to your direct supervisor or someone within Logista's Human Resources office.

If you are a manager or supervisor and you receive a complaint of employment discrimination, you are required to immediately report it to the Director of Human Resources.

Employees or applicants who wish to register a complaint or obtain additional information on Logista's EEO initiatives may schedule an appointment by contacting the Human Resources office during normal business hours, or by emailing the Director of Human Resources at Hresources@logistasolutions.com.

A handwritten signature in black ink, appearing to read "Ronald E. Hay". The signature is written in a cursive style with a long, sweeping tail on the final letter.