



A NOTICE TO ALL EMPLOYEES AND APPLICATIONS

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Phonetic Consulting Services, Inc is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, age, religion, sex, sexual orientation, gender identity / expression, national origin, protected veteran status, or any other characteristic protected under federal, state or local law, where applicable, and those with criminal histories will be considered in a manner consistent with applicable state and local laws. To assure full implementation of this equal employment policy, we will take steps to assure that:

Phonetic Consulting Services, Inc., will take affirmative action to ensure that the EEO Policy is implemented, with regard to advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade, and working conditions.

The Phonetic Consulting Services, Inc., is committed to assuring equal employment opportunity and equal access to services, programs and activities for individuals with disabilities. It is the policy of the Phonetic Consulting Services, Inc., to provide reasonable accommodation to a qualified individual with a disability to enable such individual to perform the essential functions of the position for which he/she is applying or in which he/she is employed. Further, it is the policy of the Phonetic Consulting Services, Inc., to provide reasonable accommodation for religious observers.

Phonetic Consulting Services, Inc., will continue to make it understood by the employment entities with which it deals, and in employment opportunity announcements that the foregoing is company policy, and all employment decisions are based on individual merit only. All current employees of Phonetic Consulting Services, Inc., are requested to encourage qualified disabled persons, minorities, special disabled veterans, and Vietnam Era veterans to apply for employment, on the job training or for union accommodations for qualified disabled individuals.

It is the policy of Phonetic Consulting Services, Inc., that all company activities, facilities, and job sites are nonsegregated. Separate or single-user toilet and changing facilities are provided to assure privacy. It is the policy of Phonetic Consulting Services, Inc., to ensure and maintain a working environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees are assigned to work. Any violation of the policy should be immediately reported to your supervisor or the company EEO Officer.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all the Company's personnel to attain our objective of equal employment opportunity for all.

With Regards,
Phonetic Consulting Services Inc.,

Balaji Battula
1055DD23F870420...
President