



SUBJECT: Equal Employment Opportunity and Affirmative Action Policy Statement

APPLIES TO: All Employees and Applicants for Employment

DATE: September 1, 2016

Rescue Social Change Group, LLC is an equal opportunity employer and provides equal opportunity in employment for all qualified persons. Rescue Social Change Group, LLC makes employment decisions including, but not limited to, recruiting, hiring, promotion, demotion, training, compensation, benefits, disciplinary actions, and terminations on the basis of merit. Employment decisions are based on an individual's qualifications as they relate to the job under consideration. Employment decisions will be based on the principles of equal employment opportunity and with the intent to further Rescue Social Change Group, LLC's commitment to affirmative action and equal employment.

Rescue Social Change Group, LLC will take affirmative action to ensure that qualified minority group individuals, females, individuals with disabilities, or protected veterans are introduced into the workforce, encouraged to apply for promotion, and considered as promotional opportunities arise.

The policy prohibits unlawful discrimination based on gender (which includes pregnancy, childbirth, or related medical conditions, the actual gender of the individual or the identity, appearance or behavior of an individual, whether or not that identity, appearance, or behavior is different from that traditionally associated with the individual's gender or birth), sexual orientation, race, color, creed, religion, national origin, citizenship, ancestry, pregnancy, age, marital status, registered domestic partner status, medical condition (which includes genetic characteristics), physical or mental disability, status as a protected veteran, or any other consideration made unlawful by applicable federal, state or local laws, ordinances or regulations. Rescue Social Change Group, LLC also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. All such discrimination is unlawful.

Rescue Social Change Group, LLC is committed to compliance with all applicable laws providing equal employment opportunities. This commitment applies to all persons involved in Rescue Social Change Group, LLC's operations and prohibits unlawful discrimination by any employee of Rescue Social Change Group, LLC, including supervisors, coworkers, and subordinates. To comply with applicable laws ensuring equal employment opportunities to qualified individuals with a disability, we will make a good faith effort to provide reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or an employee unless undue hardship would result.

Any applicant or employee who believes he or she requires an accommodation in order to perform the essential functions of the job should contact the EEO officer and request such an accommodation. The individual with the disability should specify what accommodation he or she needs to perform the job. Rescue Social Change Group, LLC will analyze the situation, engage in an interactive process with the employee, and respond to the employee's request.

If you believe you have been subjected to any form of unlawful discrimination, submit a complaint, preferably in writing, to your supervisor, Rescue Social Change Group, LLC's Human Resources Department, or the EEO officer. If these individuals are not available, or in the event you believe that one of these individuals has engaged in inappropriate behavior in violation of this policy, submit a complaint to any other supervisor as soon as possible. Supervisors must report any and all conduct of which they are made aware which violates, or may violate, this policy to myself or other upper-level managers, as appropriate. Your complaint should be specific and should include the names of the individuals and witnesses involved. We will promptly undertake an effective, thorough, and objective investigation and attempt to resolve the situation.

**SAN DIEGO
HEADQUARTERS**
2437 Morena Blvd.
San Diego, CA 92110

ATLANTA
590 Means Street
Suite 240
Atlanta, GA 30318

HOLLYWOOD
6430 Sunset Blvd.
Suite 504
Hollywood, CA 90028

DISTRICT OF COLUMBIA
660 Pennsylvania Ave. SE
Suite 400
Washington, DC 20003

NEW MEXICO
2444 Juan Tabo Blvd. NE
Suite 1
Albuquerque, NM 87112



If we determine that unlawful discrimination or a violation of this policy has occurred, effective remedial action will be taken commensurate with the severity of the offense, up to and including termination. Appropriate action also will be taken to deter any future discrimination.

There will be no retaliation against any employee who brings a complaint under the equal employment opportunity policy or who assists in investigating such a complaint, even if the investigation produces insufficient evidence that there has been a violation, or if the charges cannot be proven.

Employees and applicants are encouraged to identify their race, gender, disability status, and their protected veteran status. This self-identification is strictly voluntary, confidential, and will not result in retaliation of any sort.

The top executive of our corporation fully supports our equal employment opportunity and affirmative action efforts. As Chief Executive Officer of Rescue Social Change Group, LLC, I am committed to the principles of equal employment opportunity and affirmative action. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected Shayne Bauer as the EEO officer for Rescue Social Change Group, LLC. One of the EEO officer's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of our Affirmative Action Program.

In furtherance of Rescue Social Change Group, LLC's policy regarding equal employment opportunity and affirmative action, Rescue Social Change Group, LLC has developed a written Affirmative Action Program which sets forth the policies, practices, and procedures which the company is committed to applying to ensure that its policy of non-discrimination and affirmative action is accomplished. Any questions should be directed to me, your supervisor, or Shayne Bauer, EEO Officer.

A handwritten signature in black ink that reads 'Kristin Carroll'. The signature is written in a cursive, flowing style.

Kristin Carroll
Rescue Social Change Group, LLC
9/1/2016

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