



**DELTA Resources, Inc.**

## **Affirmative Action and Equal Employment Opportunity Policy**

DELTA Resources, Inc. (DELTA) provides equal opportunity for all persons and prohibits discrimination in employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability (including pregnancy, childbirth, or related medical conditions), veteran or marital status, or any other factor prohibited by law. This policy applies to all terms and conditions of employment, including but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leave, compensation, and training. DELTA maintains an Affirmative Action Plan (AAP) to establish fair access to employment opportunities and to create a work community that is an accurate reflection of the qualified workforce. Due to security clearance requirements, U.S. citizenship is required for most positions. DELTA agrees to post the AAP and EEO Policy in conspicuous places, available to employees and applicants for employment.

DELTA Resources, Inc. will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

DELTA shall base employment decisions on the principles of equal employment opportunity and with the intent to further DELTA's commitment to affirmative action and equal employment. At no time will any covered employee, or covered applicant for employment, who exercises his/her rights pursuant to DELTA's Affirmative Action program be subject to discipline, or have his/her opportunities for employment adversely affected.

DELTA invites any employee or any applicant for employment to review DELTA's written Affirmative Action program, absent the data metrics required by §60-741.44(k). The AAP is available for inspection upon request during the hours of 8:30 AM - 4:30 PM Monday - Friday in the Human Resources department. Any questions should be directed to Andrea Zito, DELTA's EEO Administrator.

Employees and applicants are invited to identify their race and gender, as well as to identify as an individual with a disability, disabled veteran or protected veteran. This self-identification is strictly voluntary and confidential, and will not result in retaliation of any sort.

Chris Bahret  
Vice President Customer Solutions

January 1, 2016 - December 31, 2016  
Plan Year