



Equal Employment Opportunity Policy

Integrated Trade Systems, Inc. (ITS) is an equal employment opportunity employer and does not discriminate against any individual in any phase of employment based on race, color, sex, age, disability, religion, national origin, ancestry, military status or other protected status, in accordance with applicable federal, state, and local laws.

It is the policy of ITS to comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA).

ITS will not discriminate against any qualified associate or job applicant with respect to any terms, privileges, or conditions of employment because of a person's physical or mental disability. ITS also will provide reasonable accommodation in accordance with applicable law for employees or applicants with disabilities, unless making such accommodation would create an undue hardship on the Company.

Management is primarily responsible for seeing that ITS's equal employment opportunity policies are implemented, but all members of the staff share in the responsibility for assuring a non-discriminatory work environment.

Any associates, including executives, administrators, managers, or supervisors involved in discriminatory practices may be subject to discharge.

ITS will not retaliate against anybody in any manner for exercising rights under this policy.