



Notice to All Applicants and Employees

In accordance with Executive Order 11246, the Vietnam Era Veterans Readjustment Assistance Act of 1974 and Section 503 of the Rehabilitation Act of 1973 and other applicable federal laws and regulations, Encompass LLC ("EnCompass") has established written affirmative action plans ("Plan").

Accordingly, EnCompass seeks to promote equal opportunity and affirmative action for women, minorities, qualified individuals with disabilities and covered, protected veterans and takes special affirmative action to employ and advance in employment all such covered individuals at all levels of employment, including the executive level.

These Plans are available for inspection upon request by applicants and employees. Any applicant or employee who needs reasonable accommodation to review this notice or the Plan may contact the Senior Director, People Operations & Growth at 301-287-8724.