



P1 Group, Inc.

13605 W. 96TH TERR.

LENEXA, KS 66215

P: 913.529.5000 www.p1group.com

EEO POLICY STATEMENT

TO: Employees, Applicants for Employment, Potential Employees, Referral Agencies and EEO Compliance Officers

FROM: P1 Group, Inc.

SUBJECT: Equal Employment Opportunity Policy Statement

As applicable, P1 Group, Inc. provides equal employment opportunity without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veteran status and any other characteristic protected by law. We will take affirmative action to ensure that this policy is implemented. This policy applies to all areas of employment including recruitment, hiring, training and development, promotion, transfer, employment termination, layoff, compensation, benefits and all other conditions and privileges of employment in accordance with applicable federal, state, and local laws.

We will make every effort to ensure that employment entities with which we deal understand our policy statement. Second, we will clearly state our policy in our employment opportunity announcements. Third, we will base all employment decisions solely on merit, qualifications, and experience.

In addition to providing equal employment opportunities to all qualified individuals, P1 Group has established and maintains an affirmative action program to promote opportunities for all individuals throughout the organization. We ask all employees to encourage members of recognized minority groups, women, protected veterans and disabled individuals to apply for employment with our company or to apply for an associated Apprenticeship Program.

It has been and shall continue to be both the official policy and the commitment of P1 Group, Inc., including all its divisions to further equal employment opportunities for all persons, among others, regardless of race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran or status as a qualified individual with a disability. The Company's EEO policy, as well as its affirmative action obligations, includes the full and complete support of P1 Group, including its Chief Executive Officer.

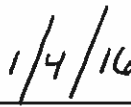
All facilities and company activities are non-segregated, and separate or single-user toilet and changing facilities are provided to assure privacy.

Anyone having a complaint of alleged discrimination by P1, its supervisors or employees, or any person or organization acting on behalf of the company, should immediately inform the company's EEO Official. We have posted the company EEO Official contact information in the official EEO Policy Statements on all company jobsite and office bulletin boards. Employees may raise concerns and make reports without fear of retaliation. Anyone found to be engaging in any type of unlawful discrimination or retaliation will be subject to disciplinary action, up to and including termination of employment.

The EEO Official is the Human Resources Manager, Shana Wallace, 13605 W. 96th Terrace, Lenexa, KS 66215, telephone number (913) 529-5000.


Signature


Title


Date