



Equal Employment Opportunity Statement

It is the policy of Challenge Unlimited Inc. and affiliated companies, Residential Options, Inc. and Project CU Inc. (herein referred to as the “Company”) to provide equal opportunity and not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, age, sexual orientation, marital status, genetic information, disability or veteran status. Veteran status includes Disabled Veterans, Armed Forces Service Medal Veterans, Active Duty Wartime/Campaign Badge Veterans, and Recently Separated Veterans (“Protected Veterans”). This policy shall apply to all employment actions, including but not limited to, recruitment, hiring, services, training, and promotion.

Employees and applicants of the Company shall not be harassed, intimidated, threatened, coerced, or discriminated against for filing any complaint, for assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to this Policy, or any other applicable law requiring equal opportunity.

Human Resources and management are responsible for the implementation of this Policy throughout all levels of the company. In furtherance of the Company’s Policy regarding Equal Employment Opportunity, the Company has developed written policies which sets forth the practices and procedures that the Company is committed to in order to ensure that its policy of nondiscrimination and equal opportunity is accomplished. Policies are available from the Human Resources Department for review by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact Human Resources for assistance.

We request the support of all employees of Challenge Unlimited Inc. Project CU and Residential Options, Inc. in accomplishing Equal Employment Opportunity. The President/Chief Executive Officer of Challenge Unlimited, Inc. Project CU Inc, and Residential Options, Inc. endorses and supports this policy regarding non-discrimination and Equal Employment Opportunity.

Charlotte Hammond,

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President and Chief Executive Officer