

iFiber One LLC Equal Opportunity Employment Policy

I. GENERAL POLICY

Employees are hired based solely on IFIBER ONE LLC personnel requirements and the qualifications of each individual candidate.

We will not tolerate nor condone discrimination due to age, race, color, religion, sex, national origin or disability. We will comply with the spirit and letter of all local, state and federal laws pertaining to employment. Furthermore, we will not discriminate due to age, race, color, religion, sex, national origin or disability when making decisions regarding termination of employees.

To ensure our commitment to a workplace free from the above-mentioned forms of discrimination, IFIBER ONE LLC has adopted an Equal Employment Opportunity program compliant with federal law which is designed to fully utilize the skills of qualified persons.

II. RESPONSIBILITY FOR IMPLEMENTATION

Any questions or concerns regarding any aspect of this policy should be directed to Comptroller Michele McKerrihan, Comptroller, who will be responsible for effectively implementing the EEO program at iFiber One LLC.

III. POLICY DISSEMINATION

All new applicants seeking employment at iFiber One LLC will be clearly informed of iFiber One's commitment to EEO legislation by having it printed clearly on the application form as well as in all solicitations for new applicants that iFiber One LLC distributes when seeking new personnel. New applicants will also be informed that if they believe that they have been discriminated against they may notify appropriate governmental agencies.

New hires of iFiber One LLC will be asked to review our EEO policy in writing and to sign that they have read and understand the policy. A copy of the signed and reviewed copy will be kept in that new hire's employee file. iFiber One LLC's EEO policy will be handled by the Comptroller, who will make it known to all employees that they will be available for any clarification or questions on our EEO policy.

Posted clearly in each facility operated by iFiber One LLC will be the name and number of government agencies that an employee can call if they believe that they have been discriminated against on the basis of age, race, color, religion, sex, national origin or disability.

IV. RECRUITMENT

iFiber One LLC will use the resources it has used effectively in the past to attract qualified job applicants by posting job listings on a proven series of very widely-viewed Internet websites that are browsed by job applicants on a daily basis.