



OUR EQUAL EMPLOYMENT POLICY

Master Security is committed to the principle of Equal Employment Opportunity. It is our policy to recruit, hire, upgrade, train and promote in all job titles without regard to race, color, national origin, religion, sex, handicap, age, status as a disabled veteran, a veteran of the Vietnam era or any other basis prohibited by law, except where sex or age is a bona fide occupational qualification or handicap, or disability is a bona fide occupational disqualification. This policy applies to all areas of employment, including but not limited to: recruitment, advertising, hiring, training, and development, promotion, transfer, termination, layoff, compensation benefits, social and recreational programs, and all other conditions and privileges of employment in accordance with applicable federal, state, and local laws. Master Security certifies that it does not permit segregated facilities, which means no segregated work areas, waiting areas, eating areas, time clocks, locker rooms, dressing areas, parking lots, recreational facilities, or transportation.

Master Security has established a policy to ensure affirmative action in providing equal employment opportunity. Further, Master Security will take affirmative action to ensure that discrimination does not occur in any of its personnel actions. Employment decisions shall be based on the principles of equal employment opportunity and with the intent to further Master Security's affirmative action goals. Master Security shall take affirmative action to ensure that minority group individuals, women, veterans of the Vietnam Era, and qualified handicapped persons and disabled veterans are hired and that these employees are encouraged to aspire for promotion and are considered as promotional opportunities arise.

Master Security will comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA). Master Security will not discriminate against any qualified employee or job applicant with respect to any terms, privileges, or conditions of employment because of a person's physical or mental disability. Master Security also will make reasonable accommodation wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job and provided that any accommodations made do not require significant difficulty or expense. Any employee who feels that any provision of the Company's equal employment opportunity policy has not been complied with or who has any questions concerning a personnel action as it related to equal employment opportunity policy is strongly urged to bring this matter to the attention of his/her supervisor, manager, or the Company EEO Coordinator so that prompt and appropriate action can be taken with regard to the complaint or concern. Master Security, through its Executive Management, officers, and managers, will aggressively implement its equal employment opportunity and affirmative action policies and procedures with regard to women, minorities, and protected class individuals.

The Executive Management of Master Security is responsible for seeing that the Company's equal opportunity policies are implemented, but all members of the staff share in the responsibility for assuring that by their personal actions the policies are effective and apply uniformly to everyone. Any employee, including managers and supervisors, involved in discriminatory practices will be subject to disciplinary action up to and including termination.