

TRIPPOINT SOLUTIONS, LLC

Equal Employment Opportunity and Affirmative Action Policy Statement

Tripoint Solutions reaffirms its belief and commitment in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

Tripoint Solutions has developed and maintained a written Affirmative Action Plan (AAP). Tripoint Solutions' Chief Executive Officer, James Cho, supports the AAP and urges each employee to commit to carrying out the intent of this policy. Tripoint Solutions maintains an audit and reporting system to determine overall compliance with its equal employment opportunity mandates. Tripoint Solutions' Director of Human Resources oversees the Affirmative Action Plan development, modification, implementation, effectiveness, reporting requirements and conducts management updates. Tripoint Solutions invites applicants and employees to review Tripoint Solutions' written AAP. The AAP is available upon a request made to Human Resources.

As part of our commitment to this overall process, we will ensure all aspects of employment, including recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, layoff, and termination processes remain free of illegal discrimination. This includes race, color, religion, national origin, sex, age, physical/mental disability, pregnancy, sexual orientation, gender identity, transgender status, genetic information, protected veteran status, or a person's relationship or association with a protected veteran, including spouses and other family members. Tripoint Solutions ensures all employment decisions are based only on valid job requirements. Regular review helps ensure compliance with this policy.

Tripoint Solutions ensures that employees and applicants are not subjected to harassment due to their status described above, or any harassment, intimidation, threats, coercion or discrimination because they have engaged in any of the following activities: (1) filing a complaint with Tripoint Solutions or with federal, state, or local agencies regarding status covered under this AAP; (2) assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute pertaining to the status covered under this AAP; (3) opposing an unlawful act or practice; or (4) exercising any other right under relevant EEO and Affirmative Action laws and regulations

At Tripoint Solutions, we hold each other accountable to the highest standards of professionalism, respect, and inclusion by involving one another, listening with an open mind, and appreciating different ideas. Tripoint Solutions believes in the power that diverse backgrounds, unique experiences, and fresh perspectives can unlock for our teams and our customers. We embrace them, so you have the confidence to truly be yourself.

You belong at Tripoint.



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