

Engineering Solutions, Inc.

1344 Ashton Road, Suite 200, Hanover, MD 21076

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www.enginsol.com



02 January 2009

To: All ESI Employees

Equal Employment Opportunity and Affirmative Action principles and policies are to be incorporated into ESI's daily operations in every personnel decision and action. Personnel actions include, but are not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Implementing the EEO/AA policies creates long-term benefits for the company. Through fair treatment of every employee, we can enhance morale and maximize productivity. Our objective is to treat each other with respect and recognize the significant contributions that come from the diversity of individuals.

To fully communicate our policies and practices, ESI generates an annual plan which documents ESI's goals to increase or maintain as appropriate the representation of minorities and women in our workforce. This Affirmative Action Program is available for inspection by any employee upon request. Interested persons should contact Sharon Moore at 410-694-0700x155 for assistance.

Attached are ESI's policy statements detailing Equal Employment Opportunity for Women and Minorities as well as Equal Employment Opportunity for Qualified Individuals with Disabilities and Qualified Protected Veterans.

Please feel free to contact Sharon Moore, HR Specialist at 410-694-0700x155 with any questions or concerns.

Sincerely yours,

--Original Signed By--

Raymond Gomes
Engineering Solutions, Inc.



Policy Statement – Equal Employment Opportunity for Women and Minorities

It is the policy of Engineering Solutions, Inc. (ESI) not to discriminate against any employee or applicant for employment based on race, ethnicity or gender. It is also the policy of ESI to take affirmative action to employ and to advance in employment, all persons regardless of their race, ethnicity or gender and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees of and applicants to ESI will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

As President of ESI, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected the HR Specialist as the Equal Employment Opportunity (EEO) Manager for ESI. One of the HR Specialist's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of ESI's programs.

In furtherance of ESI's policy regarding Affirmative Action and Equal Employment Opportunity, ESI has developed a written Affirmative Action Program which sets forth the policies, practices and procedures which ESI is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for minorities and woman. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact the HR Specialist, Sharon Moore at 410-694-0700x155 for assistance.

--Original Signed By--

Raymond Gomes
President
Engineering Solutions, Inc.
January 2, 2009



**Policy Statement –
Equal Employment Opportunity for Qualified Individuals with Disabilities and
Qualified Protected Veterans**

It is the policy of Engineering Solutions, Inc. (ESI) not to discriminate against any employee or applicant for employment because he or she is a qualified individual with a disability, a disabled veteran, a newly separated veteran, a campaign veteran, or an armed forces service medal veteran (i.e., qualified protected veterans). It is also the policy of ESI to take affirmative action to employ and to advance in employment, all persons regardless of their status as qualified individuals with disabilities or qualified protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees of and applicants to ESI will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

As President of ESI, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected the HR Specialist as the Equal Employment Opportunity (EEO) Manager for ESI. One of the HR Specialist's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of ESI's programs.

In furtherance of ESI's policy regarding Affirmative Action and Equal Employment Opportunity, ESI has developed a written Affirmative Action Program which sets forth the policies, practices and procedures which ESI is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact the HR Specialist, Sharon Moore at 410-694-0700x155 for assistance.

--Original Signed By--

Raymond Gomes
President
Engineering Solutions, Inc.
January 2, 2009