

## ***EEO POLICY STATEMENT***

TO: All Employees and Applicants

RE: Reaffirmation of EEO Policy

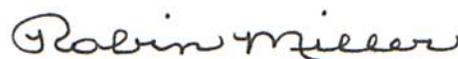
It is the policy of USA ENVIRONMENTAL, INC. to provide equal employment opportunities for all without regard to race, color, religion, sexual orientation, national origin, genetic information, citizenship status (unless required by a government contract), age, marital status, veteran status, physical or mental disability, or any other legally protected status.

This policy has my full and unequivocal personal support and relates to all phases of employment, including, but not limited to, recruiting, hiring, training, placement, upgrading, demotion or transfer; decisions on promotions, reduction of work force and termination; rates of pay or other forms of compensation; and to the use of all facilities and to participation in all Company-sponsored employee activities. All Company programs shall be administered to further the principle of equal employment opportunity.

This policy shall be periodically brought to the attention of all levels of management. Overall responsibility is assigned to me as the organization's EEO Coordinator, but it is the responsibility of each Supervisor of the Company to ensure affirmative implementation of this policy and to avoid any discrimination in employment. All employees are expected to recognize this policy and cooperate in its implementation. Violation of this policy will result in disciplinary action.

To ensure that employment decisions are made in accordance with equal employment opportunity, the Company imposes only valid requirements for these opportunities.

This is to reaffirm this policy and to state that it will continue to be carried out at USA ENVIRONMENTAL, INC. We have always embraced the principle of equal opportunity and will continue to do so.



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Robin Miller  
VP of Human Resources & Administration  
(813) 343-6386  
[rmiller@usatampa.com](mailto:rmiller@usatampa.com)  
January 1, 2023

# **USA ENVIRONMENTAL, INC.**

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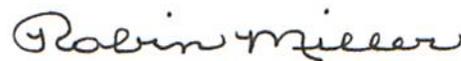
### EEO NOTICE

It is the policy of USA ENVIRONMENTAL, INC. to provide equal employment opportunity for all without regard to race, color, religion, sex, national origin, genetic information, citizenship status (unless required by a government contract), age, marital status, veteran status, physical or mental disability, or any other legally protected status. This policy relates to all phases of employment including, but not limited to, recruiting, employment, placement, upgrading, demotion, transfer, layoff, recall, termination, or compensation. I have been designated EEO officer for this facility. If you believe you are being treated unfairly because of your race, color, religion, sexual orientation, national origin, genetic information, citizenship status (unless required by a government contract), age, marital status, veteran status, physical or mental disability, or any other legally protected status, please contact me between the hours of 8 a.m. – 5 p.m. EST, Monday-Friday at (813) 343-6386, or via email at: [rmiller@usatampa.com](mailto:rmiller@usatampa.com).

USA ENVIRONMENTAL, INC. has a policy of affirmative action to ensure that employees are employed and advanced on the basis of their ability and willingness to do the job, and are not denied employment or advancement on the basis of status as a Vietnam veteran, disabled veteran or disabled non-veteran. If you are disabled or a Vietnam veteran and would like to participate in USA ENVIRONMENTAL, INC.'s program, please notify me.

If you are an applicant or current employee and wish to view our Affirmative Action Program, it is available for viewing at the corporate office of USA ENVIRONMENTAL, INC., 720 Brooker Creek Blvd., Suite 204, Oldsmar, FL 34677. Contact me to arrange for a viewing during the hours specified above. If you are unable to physically visit the Oldsmar Office, electronic viewing can also be arranged through me.

Identification of oneself as a Vietnam veteran, disabled veteran or disabled non-veteran for purposes of participation in the program is voluntary. Any information you submit on your disability or Veteran status will be kept confidential, except that management and first aid personnel may be provided such information as necessary to determine work restrictions or accommodations, or where emergency treatment is required. Any refusal to provide such information will not subject you to any adverse treatment. The information will be used only in accordance with the Vietnam Era Veterans' Readjustment Assistance Act of 1974 as amended, Section 503 of the Rehabilitation Act of 1973 as amended, and the Americans with Disabilities Act of 1990 and applicable regulations. Once you have identified yourself as disabled or of Veteran status, further information will be obtained as necessary. Employees and applicants are protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation under the Vietnam Era Veterans' Readjustment Assistance Act of 1974 as amended, Section 503 of the Rehabilitation Act of 1973 as amended, or the Americans with Disabilities Act of 1990 and applicable regulations.



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Robin Miller  
VP of Human Resources and  
Administration January 1, 2023