**A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS**

**Thomas Tattersall, Chief Executive Officer**

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

MicroCare has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

1. Persons are recruited, hired, assigned and promoted without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
2. All other personnel actions, such as compensa­tion, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation pro­grams are administered without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
3. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

I have appointed Maryblaise Larson to take on the responsibili­ties of EEO Coordinator. The EEO Coordinator will be respon­sible for the day to day imple­ment­a­tion and monitoring of the Company’s Affirmative Action Plan. As part of that responsibil­ity, the EEO Coordinator will periodi­cally analyze the Company's personnel actions and their effects to ensure compliance with our equal employ­ment policy and administer the audit and reporting system.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of the Affirmative Action Plan, please contact Maryblaise Larson during regular business hours. This is also a reminder that employees may update their disability status at any time by contacting Maryblaise Larson

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all of the Company's personnel to attain our objec­tive of equal employment opportunity for all.

Sincerely,

Thomas Tattersall

Chief Executive Officer