



EQUAL EMPLOYMENT OPPORTUNITY & AFFIRMATIVE ACTION POLICY STATEMENT

Odyssey is committed to providing equal employment opportunities regardless of race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws. This policy applies to all terms and conditions of employment, including, but not limited to, recruiting, hiring, placement, promotion, compensation, benefits, training, disciplinary actions, layoff, recall, transfer, leaves of absence, and termination.

As Chief Executive Officer of Odyssey, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. Pursuant to Executive Order 11246, Section 503 of the Rehabilitation Act, and the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), Odyssey has developed an Affirmative Action Program (AAP) to assist with the recruitment and advancement of individuals covered by these laws. Odyssey is committed to recruiting, hiring, training, and promoting persons in all job titles, as well as ensuring that all employment and promotion decisions will be based on valid job requirements and legitimate, non-discriminatory reasons.

Responsibility for implementing and monitoring Odyssey's AAP and Equal Opportunity (EO) employment policy is assigned to Odyssey's HR Director / Affirmative Action Officer. Our AAP is available to applicants and employees, upon request, during normal business hours. Employees and applicants may voluntarily self-identify as an individual with a disability or a protected veteran at any time. Any applicant or employee who has a disability and needs access to the AAP or EO policy statement in a different format should contact your HR representative responsible for legal compliance.

Employees of and applicants to Odyssey 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.

Any questions should be directed to the Affirmative Action Officer, whose contact information can be found within the Odyssey Corporate Handbook.

Tom Portlock
Chief Executive Officer