



EQUAL EMPLOYMENT OPPORTUNITY 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 equal employment opportunity and non-discrimination in employment. Pursuant to Section 503 of the Rehabilitation Act and the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), Odyssey has developed analyzes its practices 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 Equal Opportunity (EO) employment policy is assigned to Odyssey's HR Director. Employees and applicants may voluntarily identify as an individual with a disability or a protected veteran at any time.

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 HR Director, whose contact information can be found within the Odyssey Corporate Handbook.



Matt Kasberg
Chief Executive Officer