



**Commitment to Individuals with Disabilities,  
Covered Veterans and Veterans of the Vietnam Era**

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**Disclaimer:** AP Engineering Services is a member of the MPS Group, a leading provider of staffing, consulting, and solutions in the disciplines of information technology, finance and accounting, law, engineering, and healthcare, and therefore falls under the guidelines of this policy. For more information on MPS Group, visit [www.mpsgroup.com](http://www.mpsgroup.com).

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MPS Group, Inc. ("MPS"), as an Equal Employment Opportunity Employer, is committed to a program of affirmative action aimed at ensuring equality of employment and providing reasonable accommodations to enable applicants and/or employees to perform the essential functions of the job for which they qualify. No individual shall be discriminated against because of a disability, need or request for a reasonable accommodation, or because of his or her status as a veteran, disabled veteran, or a veteran of the Vietnam era.

MPS' policy is to recruit, hire, train, promote and compensate qualified individuals with disabilities, veterans, disabled veterans and veterans of the Vietnam era, without unlawful discrimination, to ensure that all other personnel actions are administered without unlawful regard to disability, and that employment decisions are based on valid job requirements.

Employees and applicants shall not be subjected to harassment, threats, intimidation, discrimination or retaliation because they have engaged in or may engage in any of the following activities:

- Making a complaint or report of alleged harassment, discrimination or retaliation in violation of the policies or law referenced in this Program to any supervisor, member of management, the Human Resources or Legal Departments, or to any federal, state, or local government agency.
- Assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice contrary to the purpose of this Program or the Acts, or any other activity related to the administration of the Acts including any federal, state, or local law requiring equal opportunity for individuals with disabilities, veteran, disabled veterans or veterans of the Vietnam era.
- Exercising any other right protected by the Acts, or their implementing regulations.

MPS commits to monitoring the Program's specific obligations and effectiveness. All employees are responsible for supporting the Company's equal opportunity and affirmative action goals and objectives.

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Timothy D. Payne  
President and CEO, MPS Group, Inc.

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01/01/04  
Date