



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Encompass Digital Media is an equal opportunity employer. It is the policy of Encompass not to discriminate against any employee or applicant for employment because of race, color, religion, gender (including pregnancy), age, national origin, mental or physical disability, medical condition, marital status, sexual orientation, gender identity, transgender status, veteran status, genetic carrier status/disposition or any other protected characteristic as established by law or local practice in the communities where we operate. We are committed to complying with all State and Federal laws, including all fair employment practice laws. It is also the policy of Encompass to take affirmative action to employ and to advance in employment, all persons regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or protected veteran status, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants of Encompass will not be subject to harassment on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or because he or she is a veteran. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local Equal Employment Opportunity law is prohibited.

As Chief Executive Officer of Encompass Digital Media, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of Equal Employment Opportunity and affirmative action throughout all levels of the company, I have selected the Director of Human Resources, as the Equal Employment Opportunity (EEO) Manager for Encompass. One of the EEO Manager's duties will be to establish and maintain internal audit and reporting systems to allow for effective measurement of the Company's programs.

In furtherance of Encompass's policy regarding Affirmative Action and Equal Employment Opportunity, Encompass Digital Media has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that Encompass is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. This Affirmative Action Program is available in the Encompass Human Resources office, located at our Atlanta, GA facility, for inspection by any employee or applicant for employment upon request, during normal business hours (Monday to Friday, 9:00AM to 5:00PM). Interested persons should contact the Director of Human Resources, North America for assistance.

We request the support of all employees in accomplishing Equal Employment Opportunity.

Bill Tillson
Encompass Digital Media