

STATEMENT OF POLICY

In accordance with 41 C.F.R. 60-1.4(a)(1)

It is the policy of Wiley|Wilson, in accordance with all applicable laws, to advertise for job openings, recruit, hire, train, and promote persons in all job titles without regard to race, color, religion, sex, age, disability, genetic information, sexual orientation, gender identity, pregnancy, national origin, or any other basis protected by applicable law, including an individual's status as a protected veteran.

All employment decisions shall be consistent with the principle of equal employment opportunity, and only job-related qualifications will be required. All personnel actions and conditions of employment, such as compensation, benefits, job assignments, transfers, social and recreational programs, and other terms, conditions or privileges of employment will be administered without regard to race, color, religion, sex, age, disability, genetic information, sexual orientation, gender identity, pregnancy, national origin, or any other characteristic protected by applicable law, including an individual's status as a protected veteran.

Employees may choose to voluntarily disclose their sex, race, national origin, disability and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions.

Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. Wiley|Wilson makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of Wiley|Wilson's business.

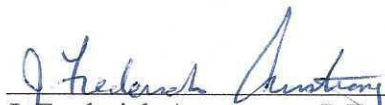
In addition, employees and applicants will not be subjected to unlawful harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, activities such as filing a complaint, assisting or participating in an investigation, compliance evaluation or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, or the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, or any other applicable federal, state, or local law. Wiley|Wilson will not discharge or in any manner discriminate against employees or applicants because they have inquired about, discussed or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Wiley|Wilson and J. Frederick Armstrong, P.E., Chairman and Chief Executive Officer, are fully committed to principles of equal employment opportunity and affirmative action. To assure compliance with the Affirmative Action Plan, Connie C. Burnette, Vice President, has been designated to administer and monitor the Plan and make reports to senior management. Complaints of discrimination and/or unlawful harassment of any type, including sexual harassment, are to be reported promptly to either Connie C. Burnette or J. Frederick Armstrong. Connie C. Burnette has the full support of top management and the staff necessary to fully implement this AAP.

All managers should make special efforts to assure that all employees reporting to them understand and effectively implement the policy and to assure that all qualified employees and prospective employees are considered and treated in a non-discriminatory manner with respect to all employment decisions. All complaints will be investigated and appropriate corrective and/or disciplinary action taken when allegations are confirmed.

Our AAPs include an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of the AAPs. The Affirmative Action Administrator has been assigned responsibility for periodically reviewing progress in the compliance and implementation of the policy of affirmative action for women, minorities, individuals with disabilities, and protected veterans. In accordance with applicable law, Wiley|Wilson's affirmative action plans for qualified individuals with disabilities as well as for individuals with disabilities are available for inspection in the Human Resources Department, Monday through Friday during normal working hours upon request.

We must all realize that it is the responsibility of each and every employee of Wiley|Wilson to adhere to this policy and give equal employment opportunity their full support.



J. Frederick Armstrong, P.E.
Chairman and Chief Executive Officer