

## SECTION II: COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY

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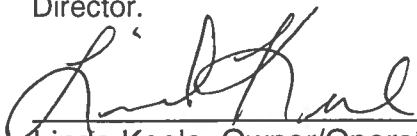
It is the policy of RED, Inc. **not** to discriminate against any employee or applicant for employment because of his/her race, color, religion, sex, sexual orientation, gender identity, national origin, mental or physical disability, age, pregnancy, genetic information, retaliation for protected activity, or because he/she is an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran (collectively referred to as "protected veterans"), as well as any other status protected by applicable Federal, state or local laws. It is also the policy of RED, Inc. to take affirmative action to employ and to advance in employment, all persons regardless of their status, as described above, 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.

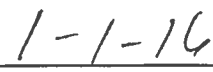
Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of VEVRAA, Section 503 of the Rehabilitation Act of 1973, or any other Federal, state or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act or practice made unlawful by Section 503, VEVRAA, or their implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for disabled persons or protected veterans; or (4) exercising any other right protected by Section 503, VEVRAA or their implementing regulations in this part.

It is the policy of RED, Inc. that every employee has the right to work in an environment where every person is treated with respect and dignity. We are committed to maintaining a work environment that is free from bias, prejudice and harassment. Each manager, supervisor and employee is responsible for carrying out this policy.

As Owner/Operator of RED, Inc., 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 will serve as the EEO/AA Officer for RED, Inc. One of my duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of RED, Inc.'s programs. I can be reached at (208) 528-0051 and am available to answer any questions on EEO Matters.

In furtherance of RED, Inc.'s policy regarding Affirmative Action and Equal Employment Opportunity, RED, Inc. has developed written Affirmative Action Programs which set forth the policies, practices and procedures that RED, Inc. is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. These Affirmative Action Programs are available for inspection by any employee or applicant for employment upon request to Human Resources, Monday through Friday, between the hours of 8 a.m. and 5 p.m. (MST) or by email. Any questions should be directed to me, your supervisor, or Denise Taylor, Human Resource Director.

  
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Linda Keele, Owner/Operator  
RED, Inc.

  
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January 1, 2016