



EEO POLICY

It is, has been, and will continue to be the policy of Southern Research Institute to provide equal employment opportunity without regard to race, color, religion, sex, national origin, age, disability, or status as a disabled veteran, a veteran of the Vietnam Era, a recently separated veteran, an Armed Forces Service Medal veteran, or other protected veteran. Further, it is the policy of this company to undertake affirmative action in compliance with all federal, state, and local requirements to recruit a diverse pool of applicants and to ensure that our employment practices are, in fact, non-discriminatory. I wish to take this opportunity to issue a formal reaffirmation of these policies and to assure each applicant, employee, and party with whom we do business of my personal commitment to our equal opportunity and affirmative action objectives.

Our continued success depends on the full and effective utilization of qualified persons. I will continue to direct our employment practices towards ensuring equal opportunity for all. Southern Research Institute intends that all matters related to recruiting, hiring, training, compensation, benefits, promotions, transfers, terminations and layoffs, and recalls, as well as all sponsored social and recreational programs, and all treatment on the job comply with equal opportunity principles. In addition, Southern Research Institute has in place, and has communicated to all employees, a strict policy forbidding harassment of any applicant or employee on account of sex, race, color, religion, national origin, or age.

As a government contractor, we are also obliged to keep records, make reports to the federal government, develop written Affirmative Action Programs, and otherwise document the results of our good faith efforts to ensure equality of employment opportunity.

While, as Chief Executive Officer, I retain the overall responsibility for equal opportunity compliance and implementation of our Affirmative Action Programs; it is important—and expected—that each manager and supervisor join me in full support of these policies. As is the case with other company policies, such as those regarding safety, proper care of company property, paperwork administration, attendance, etc., adherence to these policies by all employees is part of the company's evaluation of your job performance.

I have delegated day-to-day operating responsibilities for compliance to Robert L. McClure, Vice President of Human Resources and Administrative Services, who serves as the company's EEO Coordinator. I invite any applicant or employee to address your concerns and questions to Mr. McClure or to me.

John A. Secrist III
Chief Executive Officer

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