

EQUAL OPPORTUNITY POLICY STATEMENT

Transparent Language is an Equal Opportunity Employer.

Employment practices at the company are non-discriminatory and are based upon factors that are job-related. Factors such as race, color, religion, gender, marital status, national origin or ancestry, age, disability, veteran status, military service, sexual orientation, or gender identity are not job-related.

All employment decisions are based only on valid job requirements. The company is committed to recruiting, hiring, training, and promoting employees, and administering all other personnel actions, without discrimination.

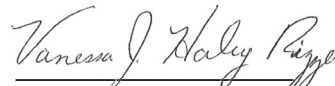
Transparent Language maintains an Affirmative Action Plan for Individuals with Disabilities and Protected Veterans which includes an audit and reporting system. The CEO has expressed support for the Affirmative Action program and has assigned overall responsibility for fulfillment of the Affirmative Action Plan is assigned to Vanessa Rizzo, Director of Accounting & Human Resources.

The Persons with Disabilities and Veterans Affirmative Action Plan is available for inspection in the Human Resources Department during normal business hours. Please contact Vanessa Rizzo, Director of Accounting & Human Resources, for further information.

Transparent Language promises not to retaliate against any person who files a complaint concerning Equal Opportunity or Affirmative Action and will ensure that no one harasses, intimidates, threatens, coerces, or discriminates against any individual exercising rights under this policy.



Michael O Quinlan
President



Vanessa J Haley Rizzo
Director of Accounting & Human Resources