



EQUAL EMPLOYMENT OPPORTUNITY POLICY

May 01, 2011

Konviere Corporation provides equal opportunity employment (EEO) to all employees and applicants for employment without regards to race, color, religion, gender, sexual orientation, national origin, age, disability, marital status, amnesty, or status as a covered veterans in accordance applicable federal , state and local laws. Konviere Corporation complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Konviere Corporation expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, national origin, age, disability, or veteran status. Improper interference with the ability to Konviere Corporation employees to perform their expected job duties is absolutely not tolerated.

Our employees have diverse backgrounds, skills, and ideas that collectively contribute to greater opportunity for innovation. Our Affirmative Action Program is designed to attract a diverse pool of talent so that we may select the best candidates and open doors at all levels of this organization. Konviere will take affirmative action to employ and advance in employment qualified women, minorities, disabled individuals and covered veterans. We will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. The company strictly prohibits harassment of any individual on the basis of any characteristics listed above.

Managers at all levels share the responsibility for promoting and complying with this policy. Employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to their immediate supervisor or the EEO Officer. In addition, employees and applicants can raise concerns and make reports without fear of reprisal, harassment, intimidation, threats, coercion or discrimination because they: 1) file a complaint with the Company or with federal, state or local agencies; 2) assist or participate in any investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local equal employment opportunity or affirmative action statute; 3) oppose any act or practice made unlawful by federal, state, or local law requesting equal employment opportunity or affirmative action; or 4) exercise any other employment right protected by federal, state or local law or its implementing regulations.

Equal employment opportunity at Konviere is everyone's business. Every employee is responsible for complying with this policy. Any employee who feels that he or she has been treated contrary to this policy should contact his or her supervisor. Any employee who is found to have violated this policy will be subject to disciplinary action up to and including discharge.

At Konviere, we are committed to providing equal opportunity for all.