



## Affirmative Action Policy Statement

This is to affirm Collins Consulting, Inc.'s policy of providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of federal, state and local governing bodies or agencies thereof.

Collins Consulting, Inc. will not discriminate against or harass any employee or applicant for employment because of race, color, sex, religion, national origin, age, marital status, political belief or disability so long as it does not prohibit performance of essential job functions.

Collins Consulting, Inc. will take Affirmative Action to ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.

Collins Consulting, Inc. will use its best efforts to afford minority, female and disabled veteran business enterprises with the maximum practicable opportunity to participate in the performance of subcontracts for projects that this Company engages in.

Collins Consulting, Inc. will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Employment Opportunity and Affirmative Action.

Collins Consulting, Inc. fully supports incorporation of non-discrimination and Affirmative Action rules and regulations into contracts.

Collins Consulting, Inc. will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these Affirmative Action objectives as well as other established criteria. Any employee of this Company, or subcontractor to this Company, who does not comply with the Equal Employment Opportunity Policies and Procedures as set forth in this statement and plan will be subject to disciplinary action. Any subcontractor not complying with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of the federal, state and local governing bodies or agencies thereof, will be subject to appropriate legal sanctions.

Collins Consulting, Inc. has appointed the Vice President, Strategic Operations, to manage the Equal Employment Opportunity Program. Her responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action Program, as required by federal, state and local agencies. The Chief Executive Officer of Collins Consulting, Inc. will receive and review reports on the progress of this program. If any employee or applicant for employment believes he/she has been discriminated against, please contact Human Resources Collins Consulting, Inc. 999 Plaza Drive, Suite 240, Schaumburg, IL 60173, or call 847-290-8775.

Robert E. Collins  
President and CEO  
Collins Consulting, Inc.

September 14, 2009

Date