



Jett Group, Inc.
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July 4, 2020

To: Jett Group, Inc. Contractors, Vendors and Suppliers

**Re: Notice of EEO / Affirmative Action Policies
Department of Labor, OFCCP Compliance**

Dear Contractor, Vendor or Supplier,

As a contractor, vendor or supplier that performs work on federal and federally assisted projects, Jett Group Inc. ("JGI") is committed to equal employment opportunity ("EEO") in all employment practices. JGI will recruit, contract, employ, train, transfer, promote, pay, discipline, or terminate employees and/or contractors, vendors, suppliers solely on the basis of individual qualifications and merit, according to JGI's internal standards and policies. JGI is committed to complying with all applicable laws regarding non-discrimination and affirmative action, including but not limited to, Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973 ("Section 503"), as amended, the Vietnam Era Veterans' Readjustment Assistance Act ("VEVRAA"), as amended, and other existing laws related to EEO. Specifically, JGI complies with all applicable laws prohibiting discrimination based on: race, color, genetic characteristics, religion, sex, sexual orientation, gender identity, general-related appearance or behavior that is different from that traditionally associated with the individual's sex at birth, pregnancy, national origin, ancestry, age, marital status, physical or mental disability, perceptions that employee or applicant has characteristics of any protected class, the employee's or applicant's association with any person who has, or is perceived to have, characteristics of any protected class, or any other characteristic protected under state or federal law.

We expect all entities and organizations with which we contract to fully comply with all applicable laws, including any laws applicable to federal contractors. In particular, as a JGI contractor, vendor or supplier, you should be aware that the U.S. Department of Labor, Office of Federal Contract Compliance Programs ("OFCCP") issued new regulations, found at 41 CFR 60-741.5(a) and 41 CFR 60-300.5(a), pursuant to Section 503 and VEVRAA, which became effective March 24, 2014, and that those new regulations may impose new requirements on you as a JGI contractor, vendor or supplier.

We appreciate your assistance in these efforts.

Respectfully,

A handwritten signature in black ink that reads "Troy Tuite". The signature is written in a cursive, flowing style.

Troy Tuite
President and Managing Director
Jett Group, Inc.
16901 Dallas Parkway Suite 122
Addison, Texas 75001