



**INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS**  
**EQUAL OPPORTUNITY POLICY STATEMENT**

Starfish Storage Corporation (Starfish Storage) 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 disability and veteran status 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.

Starfish Storage maintains an Affirmative Action Plan for Individuals with Disabilities and Protected Veterans which includes an audit and reporting system. The President & CEO has expressed support for the Affirmative Action Plan and has assigned overall responsibility for fulfillment of the Affirmative Action Plan to Joseph Hickson.

Starfish Storage 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.

The Individuals with Disabilities and Protected Veterans Affirmative Action Plan is available for inspection in the Human Resources Department during normal business hours, 9:00 am to 5:00 pm. Please contact Joseph Hickson at 781-301-7517 for further information.