

Statement of Policy – Equal Employment Opportunity

January 1, 2005

It is the policy of Tessada & Associates, Inc. (TESSADA) that all persons are recruited, hired, and assigned on the basis of merit without discrimination because of race, color, creed, national origin, sex, marital status, status with regard to public assistance, age, disability, veteran status, or sexual orientation. The employment policies and practices of TESSADA will ensure that all of its employees are treated equally and that no distinctions are made in rates of pay and opportunities for advancement, including promotion and transfer, because of race, color, creed, national origin, sex, marital status, status with regard to public assistance, age, disability, veteran status, or sexual orientation.

TESSADA is pleased to participate with the Equal Employment Opportunity Commission in carrying out the principles of the Civil Rights Act of 1964, as amended, and the policy of the President of the United States embodied in Executive Orders which state that all qualified persons regardless of race, color, creed, national origin, sex, marital status, status with regard to public assistance, age, disability, veteran status, or sexual orientation are entitled to equal employment opportunities.

TESSADA has voluntarily undertaken to demonstrate its continuing adherence to the principle of employment based on merit. Its policy of nondiscrimination in employment will continue to be applied equitably throughout the Company.

Roger Broman
Executive Vice President

The Affirmative Action Plan is available for inspection by any employee, or applicant for employment, during normal business hours. Interested persons should contact the Director of Human Resources for assistance (703) 564-1210.