

STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY

I would like to take this opportunity to issue a formal reaffirmation of this policy and to assure each applicant, employee, and party with whom we do business, of my personal commitment to our equal opportunity and affirmative action objectives. It is, has been, and will continue to be the policy of Moebius Solutions, Inc. to provide Equal Employment Opportunity and not to tolerate behavior, harassment, discrimination, or prejudice based on race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation, gender identity, national origin, age (40 years of age and over), genetic information, protected veterans, or disability (physical or mental) or retaliation for protected EEO activity. We will also provide reasonable accommodations for applicants and employees with disabilities.

Our continued success depends heavily on the full and effective utilization of qualified persons. I will continue to direct our employment practices toward ensuring equal opportunity for all. Moebius Solutions Inc. intends that all matters related to all employment actions including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, job titles, rates of pay or other forms of compensation and selection for training including apprenticeship, as well as all Moebius Solutions Inc. sponsored social and recreational programs and all treatment on the job be free of unlawful discriminatory practices.

Moreover, Moebius Solutions, Inc. prohibits harassment of employees and applicants based on disability and will conduct training to try to prevent any harassment or discrimination before it occurs. The company also prohibits retaliation or punishment against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting, or participating in any manner in a review, investigation, or hearing regarding Moebius Solutions Inc.'s employment practices, or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity for individuals with disabilities. Prohibited retaliation includes, but is not limited to harassment, intimidation, threats, coercion, or other adverse actions that might dissuade someone from asserting their rights.

In furtherance of our policy regarding affirmative action and equal employment opportunity, Moebius Solutions Inc. has developed a written Affirmative Action Program (AAP) that sets forth the policies, practices, and procedures that we are committed to ensure that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This AAP is available for inspection by any employee or applicant upon request. Interested persons should call (858) 455-5431 or email careers@moesol.com or visit moesol.com to request access to this AAP.

To ensure equal employment opportunity and affirmative action throughout all levels of Moebius Solutions, Inc., I have designated Trish Condon as the EEO Coordinator for Moebius Solutions, Inc. The EEO Coordinator will establish and maintain an internal audit and reporting system that will track and measure the effectiveness of our AAP and show where additional action is needed to meet Moebius Solutions, Inc. objectives.

Robert Hastings, CEO /President Moebius Solutions, Inc.

Date: _____