

Sunrise Enterprises, Inc.

Invitation to Self-Identify

Sunrise Enterprises, Inc. is a federal contractor or subcontractor subject to Section 503 of the federal Rehabilitation Act (as amended) and the federal Vietnam Era Veterans' Readjustment Assistance Act (as amended). These laws require us to take affirmative action to employ and promote people with disabilities and protected veterans. The Chief Financial Officer can provide you with an explanation of the types of protected veterans.

If you are a person with a disability, or would like to identify as a protected veteran, please tell us. Even if your U.S. military service doesn't fit one of the four categories of protected veterans, we would still like to know of it, so we can honor all of our employees who served in the U.S. military. You may contact the Chief Financial Officer now or at any time during your employment with us.

Providing this information is totally voluntary and refusing to provide it will not result in any adverse treatment. We will use the information you provide only in ways that are consistent with our obligations under affirmative action and equal employment opportunity laws. The information you submit is confidential, except that we may inform supervisors and managers of disability-related work restrictions and accommodations. We may also inform first aid and safety personnel in appropriate circumstances of conditions that might require emergency treatment and we may inform government officials in the context of enforcing affirmative action and other employment laws.

If you have a disability (regardless of whether the disability is service-connected) and you need an accommodation in order to perform the essential functions of your job, please tell your supervisor or Human Resources. We can then work together to try to find a reasonable accommodation that will allow you to perform the essential functions of your job, as long as it does not cause an undue hardship to the company or a direct threat to health or safety.

Our Affirmative Action Program requires us to engage in outreach, monitor our employment decisions to ensure they are nondiscriminatory, report certain data, and track our progress. We strive to ensure no one is stereotyped based on ethnicity/race, gender, disability, or veteran status, in a manner that limits their access to jobs for which they are qualified. Upon request, the Affirmative Action Programs for people with disabilities and for protected veterans (minus any statistical information or personal data) are available for inspection during normal business hours in the office of the Chief Financial Officer. Please contact the Chief Financial Officer to make an appointment or if you need more detailed information.



Chief Executive Officer

5/1/2017

Date