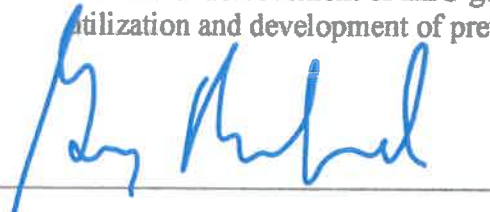


Section 1. Equal Employment Opportunity Policy Statement

Mid-South Transportation Management, Inc. (MTM), serving as a contractor to Memphis Area Transit Authority (MATA), is an equal employment opportunity employer. MTM will ensure Equal Employment Opportunity (EEO) compliance through its system of personnel recruitment, selection, promotions, terminations, transfers, layoffs, compensation, training, benefits, labor union negotiations, and other activities associated with the terms and conditions of employment. Specifically,

- MTM is committed to equal employment opportunities for all persons, regardless of race, color, religion, creed, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.
- MTM is committed to undertake an affirmative action program, including goals and timetables, and is committed to making the EEO Program available for inspection by any employee or applicant for employment upon request.
- MTM's Chief Financial Officer, Bernhard Rudolph, has been designated as MTM's Equal Employment Opportunity (EEO) Officer, and is responsible for implementing its Equal Employment Opportunity and Affirmative Action Programs. The EEO Officer will report to MTM's CEO, Gary Rosenfeld, on the effectiveness of MTM's Affirmative Action program and any needs for remedial action. All Human Resources related complaints will be reported to and investigated by the CEO to avoid a conflict of interest.
- All management personnel share in this responsibility and will be assigned specific tasks to assure compliance is achieved.
- Applicants and employees have the right to file complaints alleging discrimination with the EEO Officer, and/or Gary Rosenfeld, CEO Mid-South Transportation Management, Inc. 1370 Levee Memphis, TN 38108 (901) 722-7100.
- Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding, or otherwise engages in protected activity is strictly prohibited and will not be tolerated.
- MTM is committed to provide reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.
- Performance by managers, supervisors, etc., will be evaluated on the success of the EEO program the same way as their performance on other MTM goals.

- Successful achievement of EEO goals will provide benefits to MTM through fuller utilization and development of previously underutilized human resources.



Gary Rosenfeld, CEO



Date



Bernhard Rudolph, EEO Officer



Date