



May 25, 2013

RESOLUTION LETTER ON NON-DISCRIMINATION POLICY STATEMENT UPDATE

Date of Resolution: May 25, 2013

With unanimous approval from all executive members of SpaandanB, the non-discrimination policy statement has been updated as follows-

“SpaandanB does not promote or discriminate against any person, population group, or organization with regard to categories protected by applicable United States law. These include, but are not limited to race, color, religion, sex, gender expression, physical appearance, education background, national origin, disability and veteran status. This policy applies equally in case of hiring and employment practices within SpaandanB and provision of services by SpaandanB.”

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