



Equal Opportunity/Affirmative Action Notification

To all our Subcontractors, Vendors, & Service Providers

As your firm is aware, Industria, Inc. is an Equal Opportunity/Affirmative Action Employer.

As a Federal Contractor, Industria and all our Subcontractors, Vendors, and Service Providers must comply with provisions of Executive Order 11246 (41 CFR Chapter 60) Section 503 of the Rehabilitation Act of 1973 (CFR 60-74.1) the Vietnam Era Vietnam's Readjustment Assistance Act of 1974 38 USC 4212 (41 CFR 60-300) (VERVRAA), and other laws related to Equal Employment Opportunity (EEO) and Affirmative Action.

It is the policy and responsibility of Industria, Inc. to periodically notify subcontractors, vendors and/or suppliers with whom we do business that your firm may also be subject to these regulations. The equal employment opportunity clauses mentioned above are included by reference into all agreements between our companies.

It is the policy and practice of Industria, Inc. to not discriminate against any employer or applicant for employment because of race, color, religion, sex (Including Pregnancy and gender identity), national origin, age, disability, genetic information, parental status, sexual orientation, or political affiliation or belief, protected veteran, or other legally protected status.

As one of our vendors, we expect to see our commitment of Equal Employment Opportunity to be reflected in the racial and sexual composition of your firm's workforce.

As the EEO Compliance Officer, I am responsible for Implementation of our Affirmative Action Program, if you should have any questions, please contact Veronica Palacios at veronica@industriainc.com or 773-697-0190.

We appreciate your partnership and collaboration.