

**EQUAL EMPLOYMENT OPPORTUNITY /
AFFIRMATIVE ACTION POLICY STATEMENT**

It is the policy of Kittelson & Associates, Inc. to consider all qualified applicants for available positions without regard to race, color, sex, religion, age, national origin, disability or veteran status. Advancement to positions of greater responsibility is based on an individual's demonstrated performance.

KAI is committed to its Equal Employment Opportunity Policy, and as part of our Affirmative Action Plan will:

- Recruit, hire, upgrade, train and promote in all job classifications without regard to race, color, sex, religion, age, national origin, disability, or veteran status;
- Base employment decisions on the principles of Equal Employment Opportunity and with the intent to continue the Company's commitment to workplace diversity;
- Ensure that all other personnel actions such as compensation, benefits, company-sponsored training, educational tuition assistance, social and recreational programs, shall be administered without regard to race, color, sex, religion, age, national origin, veteran status, and disability;
- Take affirmative action to ensure that minority group individuals, women, veterans of the Vietnam Era, qualified persons with a disability, and disabled veterans are introduced into the workforce and that these employees are encouraged to aspire for promotion and are considered, as promotional opportunities arise;
- Ensure that employees and applicants are not subjected to intimidation and/or harassment, threats, coercion, or discrimination because they have filed a complaint, assisted or participated in an investigation or any other activity, or opposed any act or practice made unlawful by VEVRAA 503. 60-741.44 (a) and 503. 60-250.44 (a).

Our Affirmative Action Program will be evaluated annually, as with any other key company goals.



Lawrence A. Van Dyke, CPA
Chief Financial Officer

8/7/06

Date