

JD Enterprises LLC Equal Employment Opportunity and Affirmative Action Policy Statement

JD Enterprises LLC is an equal employment opportunity employer and is committed to the policies and programs that make equal employment opportunity a fact as well as a concept. Your Office Managing Director, along with the JD Enterprises executive team would like to affirm JD Enterprise LLCs commitment to the policies and programs:

1. Employment decisions regarding all persons whom we recruit and hire will be made without regard to age, race, creed, color, religion, sex, national origin, ancestry, disability status, veteran status, marital status, sexual orientation, gender expression or identity, citizenship status, genetic information, or any other basis as protected by applicable federal, state, or local law.
2. We will continue to ensure that all personnel actions will be administered on the same principles of equal employment opportunity by ensuring that such decisions are based solely on an individual's qualifications and without regard to age, race, creed, color, religion, sex, national origin, ancestry, disability status, veteran status, marital status, sexual orientation, gender expression or identity, citizenship status, genetic information, or any other basis as protected by applicable federal, state or local law.

In addition, it is the policy of JD Enterprise LLC to take affirmative action to recruit, hire, train and advance in employment minorities, females, individuals with disabilities, and protected veterans. JD Enterprise LLC further pledges to make reasonable accommodations for the physical and mental limitations of applicants and employees who are disabled or who are protected veterans.

All employees and applicants shall not be subject to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may have engaged in any of the following activities:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of VEVRAA (Vietnam Era Veterans Readjustment Assistance Act) or any other federal, state or local law requiring equal opportunity for protected veterans;
3. Opposing any act or practice made unlawful by VEVRAA or its implementing regulations in this part or any other federal, state or local law requiring equal opportunity for protected veterans;
4. Exercising any other right protected by VEVRAA or its implementing regulations in this part;
5. Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of section 503 or any other federal, state, or local law requiring equal opportunity for individuals with disabilities;

6. Opposing any act or practice made unlawful by section 503 or its implementing regulations in this part, or any other federal, state or local law requiring equal opportunity for individuals with disabilities; or

7. Exercising any other right protected by section 503 or its implementing regulations in this part. We are further committed to maintaining a work environment free of coercion, harassment, intimidation, and retaliation at all job sites and in all facilities at which employees are assigned to work.

We will continue to monitor all of our personnel actions to ensure compliance with the objectives set forth above. To ensure implementation and monitoring of the policies, each location has a designated Equal Employment Opportunity Officer. It will be that individual's responsibility, among other things, to review employment reports and individual personnel actions, as necessary, and to appoint others to accomplish the ends that we are striving to achieve.

If you would like to contact the EEO Officer, please send an email to Emanuel Ezekiel at emmy.eze@jdenterprisesllc.com. You may also schedule time to review the affirmative action plan during office hours with the EEO Officer. We continue to believe that our policies regarding equal employment opportunities are necessary not only to comply with federal, state, and local laws and obligations, but also because they are in keeping with our Core Values and represent an important contribution to the communities in which we live and work. We ask for your continued assistance and support of our program and policies.