



## CORPORATE POLICY

**DATE:** 1/1/2010

**TO:** EMPLOYEES AND APPLICANTS FOR EMPLOYMENT

**SUBJECT: EMPLOYMENT OF WORKERS WITH DISABILITIES, DISABLED VETERANS, RECENTLY SEPARATED VETERANS, OTHER PROTECTED VETERANS, AND ARMED FORCES SERVICE MEDAL VETERANS**

Koam Engineering Systems, Inc. provides equal employment opportunities for all prospective and current employees. Koam Engineering Systems, Inc. does not discriminate on the basis of race, color, national origin, religion, sex, sexual orientation, age, veteran status, disability, genetic information, or any other status protected by law. Koam Engineering Systems, Inc. takes affirmative action to ensure equal employment opportunity. Affirmative Action is a results-oriented program designed to ensure that each individual can participate equally in all employment opportunities at Koam Engineering Systems, Inc..

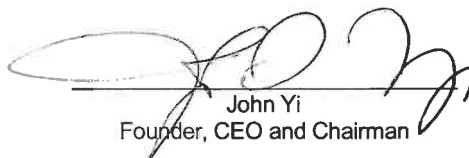
Koam Engineering Systems, Inc. recruits, hires, trains, and promotes persons in all job titles and ensures that all personnel actions are based on merit, qualifications, and abilities, without regard to disability or status as a disabled veteran, recently separated veteran, other protected veteran, or armed forces service medal veteran. This policy governs all aspects of employment, including application, hiring, compensation, promotion, discipline, termination of employment, and access to benefits and training.

Koam Engineering Systems, Inc. encourages any employee with questions or concerns about equal employment opportunity or discrimination in the workplace to bring these issues to the attention of Koam Engineering Systems, Inc.. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: filing a complaint; assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act ("VEVRRA"), Section 503 of the Rehabilitation Act, or any other federal, state, or local law requiring equal opportunity for individuals with a disability or with a status as protected veteran; opposing any act or practice made unlawful by VEVRRA or the Rehabilitation Act; or exercising any other right protected by VEVRRA or the Rehabilitation Act.

Koam Engineering Systems, Inc. managers and supervisors take affirmative action to ensure adherence to equal employment opportunity practices and provide appropriate training of personnel in their areas of responsibility. The implementation of this policy requires the understanding and cooperation of all employees, supervisors, and managers.

Koam Engineering Systems, Inc. maintains an affirmative action program for employment of individuals with disabilities and disabled veterans, recently separated veterans, other protected veterans, or armed forces service medal veterans. The program will be audited periodically, updated annually, and made available for applicant and employee inspection during normal business hours. To review the the plan, please contact Erica Tofson, Director of Human Resources at 858-292-0922 ext 217.

Erica Tofson is responsible for providing corporate guidance in affirmative action program development and coordination of implementation procedures, as well as the periodic auditing of employment practices and general program effectiveness.



John Yi  
Founder, CEO and Chairman