

## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is my position, as well as that of all company management, that the success of Merchants Automotive Group LLC DBA Merchants Fleet is largely dependent on the support and contribution of its employees. We consider them to be its most valuable resource. Because of this belief, I affirm personally and on behalf of our organization, Merchants Automotive Group LLC DBA Merchants Fleet's commitment to the equitable treatment of all employees and applicants for employment without regard to race, color, sex, religion, age, national origin, LGBTQ status, Vietnam Era Veteran, disabled or disabled veteran status. This policy applies to all personnel actions and includes, but is not limited to, recruitment, hiring, classification, benefits, compensation, promotion, transfer, layoff and return from layoff, termination, training and education assistance, social and recreational programs.

To ensure Merchants Automotive Group LLC DBA Merchants Fleet's policies, procedures and practices are effectively implemented, we have designated Alicia Hart, our Equal Employment Opportunity Officer. The EEO Officer will be responsible for implementing and directing our equal employment opportunity plan (EEOP) and its internal and external reporting requirements. Our EEOP is available for review by employees and applicants for employment. It can be reviewed at the Human Resources Dept. on workdays between 9:00 a.m. and 3:00 p.m.



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Matt Dyer  
Chief Executive Officer