



AliMed[®]

Helping people...help people™...for over 40 years

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY

AliMed, Inc. ("AliMed" or the "Company") is committed to a policy of non-discrimination and equal employment opportunity for all qualified applicants and employees without regard to race, religion, color, sex, sexual orientation, gender identity or expression, age, national origin, ancestry, disability, genetic information, military service, or other legally protected status. Equal employment opportunities are also extended to disabled veterans, recently separated veterans, active duty wartime and campaign badge veterans and Armed Forces service medal veterans.

The Company, with the support of the Chief Financial Officer, has established an Affirmative Action Plan to implement its policy of equal employment opportunity. The Company's equal employment opportunity policy and affirmative action plan apply to all aspects of the employment relationship, such as, by way of example, but not limited to, the hiring process, employment, promotion and transfer, selection for training opportunity, wage and salary administration, the inclusion in retirement and other benefit plans and other terms and conditions of employment.

It is the policy of AliMed to ensure that all employment decisions are based only on valid job criteria. Employment and advancement at AliMed are merit based. Supervisors strive to achieve the best match between applicants' job-related qualifications and the criteria of the open position. As an AliMed employee, you are urged to prepare yourself for promotional opportunities by accepting additional responsibilities and training opportunities. By doing so, you will be better prepared should future opportunities occur.

As Chief Financial Officer, I reaffirm that the above Policy, in conjunction with the Affirmative Action Program, reflects the Company's attitude and its intention to:

1. Recruit, hire, train and promote for all job classifications without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, genetics, gender identity, veteran/military status, or any other basis protected by applicable state and federal law.
2. Base decisions on employment so as to further the principles of equal employment opportunity.
3. Ensure that promotion decisions are in accord with the principles of equal employment opportunity.
4. Ensure that all other personnel actions, such as compensation, benefits, transfers, terminations, training opportunities, education tuition assistance, social and recreational programs, will be administered without regard to race, religion, color, sex, sexual orientation, gender identity, age, national origin, ancestry, disability, genetic information, military service, or other legally protected status.
5. Provide, equal employment opportunities as set forth above to qualified individuals with disabilities.
6. Provide, equal opportunities as set forth above, to those who are qualified protected veterans.

AliMed, in compliance with Executive Order 11246, as amended, the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans' Readjustment Act of 1974, as amended, maintains written Affirmative Action Plans. The non-confidential elements of these Plans are available upon request, through the Affirmative Action Officer during normal business hours.

AliMed makes reasonable accommodations to the physical and mental limitations of qualified individuals with disabilities and qualified protected veterans, unless such an accommodation would impose an undue hardship.

AliMed will take all necessary steps to ensure that no person intimidates, threatens, coerces, or discriminates against any individual because that individual has filed a complaint, furnished information, or assisted or participated in any manner in an investigation, compliance review, hearing, or other activity related to the administration of this Policy.

AliMed maintains an audit and reporting system to measure the effectiveness of its Affirmative Action Program and the implementation of this Policy.

Overall responsibility for directing and implementing this Policy and the Affirmative Action Program has been assigned to Alan L. McKinnon, Chief Financial Officer. This Policy has the full backing and support of the Chief Financial Officer, and support of all employees is expected.

AliMed, Inc.

Alan L. McKinnon
Chief Financial Officer