

GREEN SCAPING

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Equal Opportunity Clause

Green Scaping does not discriminate against any employee or applicant for employment because of race, color, religion, sex or national origin. Affirmative action is taken to ensure that applicants are treated during employment, without regard to their race, color, religion, sex or following: employment, upgrading, demotion, or transfer; recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. Green Scaping agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Government Contracting Officer setting forth the provisions of this nondiscrimination clause.

Green Scaping will, in all solicitations or advertisements for employees state that all qualified applicants will receive consideration for employment without regard to race, color, religion sex or national origin.

Green Scaping acknowledges that the above policies incorporate employment of veterans and handicapped.

Certification Of Nonsegregated Facilities

Green Scaping does not maintain or provide for employees any segregated facilities at any of establishments, and that the company does not permit employees to perform their services at any location, under his/her control, where segregated facilities are maintained.

As used in this certification, the term "segregated facilities" means any waiting rooms, work areas, restrooms and washrooms, restaurants and other eating areas, time clocks, lockers rooms and other storage or dressing areas, parking lots, drinking fountains, recreation or entertainment areas, transportation and housing facilities provided for employees which are segregated by explicit directive or are in fact segregated on the basis of race, creed, color, or national origin, because of habit, local customers or otherwise.

Affirmative Action For Handicapped Workers

Green Scaping will not discriminate against t any employee or applicant for employment because of physical or mental handicap in regard to any position for which the employee or applicant for employment is qualified. Green Scaping will take affirmative action to employ, advance in employment and otherwise treat qualified handicapped individuals without discrimination based upon their physical or mental handicap in all employment practices such as the following: Employment, upgrading, demotion or transfer, recruitment, advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.

Green Scaping agrees to comply with the rules, regulations, and relevant orders of the Secretary of Labor issued pursuant to the Act.

Affirmative Action For Disabled Veteran And Veterans Of The Vietnam Era

Green Scaping will not discriminate against any employee or applicant for employment because he/she is a disabled veteran or veteran of the Vietnam Era in regard to an position for which the employee or applicant for employment is qualified. Green Scaping will take affirmative action to employ, advance in employment and otherwise treat qualified disabled veteran and veterans of the Vietnam Era without discrimination based upon their disability or veterans status in all employment practices such as the following: employment upgrading, demotion or transfer, recruitment, advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.

Listing of employment openings with the employment service system pursuant to this clause shall be made at least concurrently with the use of any other recruitment source or effort and shall involve the normal obligations which attach to the placing of a bona fide job order, including the acceptance of referrals of veterans and non-veterans. The listing of employment openings does not require the hiring of any particular job applicant from any particular group of job applicants, and nothing herein is intended to relieve the subcontractor from any requirements in Executive orders or regulations regarding nondiscrimination in employment.