



## Reaffirmation of Equal Employment Opportunity and Anti-Harassment and Affirmative Action Policies

### Commitment to Non-Discrimination and Anti-Harassment

Evolver is committed to the principles of equal employment, non-discrimination and anti-harassment. Evolver provides equal employment opportunity to all employees and applicants without regard to race/ethnicity, color, ancestry, religion, sex, gender identity, age, national origin, marital /parental status, sexual orientation, physical and mental disability, protected veteran status, or any other characteristic protected by law with regard to all employment practices.

Evolver does not tolerate harassment of employees based on any of the factors mentioned above, or retaliation against employees who assert their rights under these policies. As a result, retaliation, including intimidation, threats or coercion because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or has otherwise sought to obtain legal rights under any Federal, State, or local equal opportunity law is prohibited.

Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The Company makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of the Company's business.

### Affirmative Action Obligations

As a federal contractor, Evolver has established an Affirmative Action Program ("AAP") to promote the employment and advancement of members of those covered groups identified by statute and regulations, including minorities, women, individuals with disabilities and protected veterans. Appropriate portions of the AAPs for individuals with disabilities and protected veterans will be available for inspection in the Company's Human Resources offices upon written request.

The policy of non-discrimination and affirmative action pursued by Evolver applies to all levels of employment and to all employment practices, including (but not limited to) recruitment, hiring, upgrading, demotion, termination, benefits, salary, transfer, layoff and rehire, training, and educational, social, and recreational programs. All employment decisions will be based only on valid job requirements. Evolver shall comply with all applicable federal and state laws relating to equal employment opportunity (EEO) and affirmative action.

**Pay Transparency Notice:** Evolver will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicant to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Evolver's CEO, William Sabo, is committed to the principles of Affirmative Action and Equal Employment Opportunity and serves as the Executive Sponsor for the Company's Affirmative Action Program. It is the responsibility of every member of management to assure effective implementation of the Company's EEO policies in all human resource activities. Evolver has assigned overall responsibility for implementation and dissemination of the equal employment and affirmative action policies to Megan Morgan, Director of Human Resources.

  
William J. Sabo  
Chief Executive Officer

February 28, 2017