

Equal Employment Opportunity

Gulfeagle's policy is to utilize available human resources effectively by selecting the best-qualified person for the job. Gulfeagle highly weighs factors, such as educational background, previous experience, proven skills, desirable character traits, and growth potential. The personnel hired and promoted in the past, along with those to be hired and promoted in the future, have been, and will continue to be, selected from all applicants on the basis of qualifications felt essential for an employee to perform well. These include such factors as ability, availability, capability, aptitude, experience, education and a willingness to work and serve.

Gulfeagle makes it a priority to provide employees the opportunity to develop to their fullest potential without regard to age, race, gender, color, religion, national origin, disability, marital status, veteran status, sexual orientation or any other characteristic protected under federal, state or local laws. Harassment and intimidation are recognized forms of discrimination and, as such, are not tolerated.

This policy is applied to all business decisions including recruiting, hiring, promotions, layoffs, compensation, benefits, termination, and all other privileges, terms, and conditions of employment. Gulfeagle's policy communicates the important guidelines and procedures that will be followed in providing equal employment and advancement opportunities on the basis of individual qualifications and job performance. All Gulfeagle employees are expected to support the principle of diversity and equal opportunity in the workplace. Any employee with a question regarding discrimination is encouraged to speak with his/her manager and/or the VP Human Resources.

Drug and Alcohol Testing

Employees are the company's most valuable resource and, for that reason, their health and safety are of paramount concern. Consistent with the spirit and intent of this concern, Gulfeagle is a Drug-Free Workplace and therefore has established policy indicating same. A copy of Gulfeagle's Drug-Free Workplace Program can be requested in writing at any time during employment. All requests should be directed to the VP Human Resources.

Gulfeagle's policy prohibits any employee from possessing, selling, soliciting, transferring, producing, distributing, dispensing and/or using any medically unauthorized narcotic, other illegal drug or associated paraphernalia on or off the job or on company property. In addition, Gulfeagle prohibits the sale, possession or unauthorized use of alcoholic beverages on the job or on company property.

Gulfeagle conducts pre-employment, post-accident, random and reasonable-suspicion drug testing. Employees may be tested for reasons related to impaired job performance, public safety, and behavioral observations or as a follow-up to treatment. Job applicants and employees must be tested by a lab designated by Gulfeagle.