



STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY POLICY

LYNX' Equal Employment Opportunity (EEO) policy and Equal Employment Opportunity Program Affirmative Action Plan affects all employment practices including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation benefits and all other term and conditions of employment. This statement is posted in conspicuous locations so that employees, applicants and the general public are cognizant of LYNX' commitment. This statement is also included in the written Equal Employment Opportunity Program/Affirmative Action Plan.

LYNX is committed to equal employment Opportunity for all. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class. All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

LYNX has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community.

As LYNX' CEO, I maintain overall responsibility and accountability for LYNX' compliance with its EEO Policy and Program. I have appointed Carrie L. Sarver, as LYNX' Interim EEO Officer. Ms. Sarver can be contacted at (407) 254-6037 or email to eeoofficer@golynx.com. Carrie L. Sarver, will report directly to me and acts with my authority with all levels of management, labor unions, and employees. All executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring LYNX' EEO Policy and Program to assure compliance is achieved.

LYNX is committed to successful achievement of equal employment opportunity and affirmative goals while providing benefits to our organization through fuller utilization and development of underutilized human resources.

Any applicant or employee who feels they have been discriminated against has the right to file a complaint with Desna Hunte, Manager of Compliance & EEO Officer.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.



James E. Harrison, Chief Executive Officer



Date