



POLICY STATEMENTS

1.1 Hawkeye Consulting Advisors, Ltd. shall not discriminate against any of its own employees or applicants for employment based upon race, religion, color, sex, national origin or ancestry, age, disability, sexual orientation, military discharge status, marital status, parental status or source of income.

1.2 Hawkeye Consulting Advisors, Ltd. covenants comply with all federal, state and local equal employment affirmative action statutes, rules and regulations.

1.3 Hawkeye Consulting Advisors, Ltd. shall ensure that each client entity whose employees are being trained pursuant to an agreement agrees not to discriminate against any of its employees or applicants for employment based upon race, religion, color, sex, national origin or ancestry, age, disability, sexual orientation, military discharge status, marital status, parental status or source of income.

1.4 Hawkeye Consulting Advisors, Ltd. shall cooperate with any employment obligation inquiries made by client.

COVENANTS / REPRESENTATIONS / WARRANTIES

2.1 Hawkeye Consulting Advisors, Ltd. affirms that all documents are complete and accurate in all respects, to the best of its knowledge.

2.2 Hawkeye Consulting Advisors, Ltd. shall perform training in accordance with an agreement, the project description, the project budget, and all federal, state and local laws, ordinances, rules, regulations, executive orders and codes applicable.