



Errand Solutions Equal Employment Opportunity Statement

Our company is committed to equal employment opportunity. We will not discriminate against associates or applicants for employment on any legally-recognized basis ["protected class"] including, but not limited to: veteran status, uniform service member status, race, color, religion, sex, national origin, age, physical or mental disability, genetic information or any other protected class under federal, state, or local law.

In California, the following are a protected class: race; religious creed; color; national origin; ancestry; physical disability; mental disability; medical condition, including genetic characteristics; marital status; sex; pregnancy, childbirth or related medical conditions; actual or perceived gender; gender identity; sexual orientation; civil air patrol membership; service in the military forces of the State of California or of the United States and age [40 or over]. Included in the definition of each protected category is the perception of membership in a protected category and an individual's association with an actual or perceived member of a protected category.

In Connecticut, the following are a protected class: race; color; religious creed; age; sex; pregnancy, child-bearing capacity, sterilization, fertility or related medical conditions; marital status; national origin; ancestry; present or past history of mental disabilities; mental retardation; learning disability or physical disability; blindness; sexual orientation and genetic information.

In Illinois, the following are a protected class: race, color, religion, national origin, citizenship status, ancestry, age [40 or over for most employment], sex, sexual orientation [including heterosexuality, homosexuality, bisexuality and gender-related identity], arrest records, criminal history (that has been sealed or expunged), military status, unfavorable discharge from military service, order of protection status, marital status, genetic information and testing, and mental or physical disability.

In Michigan, the following are a protected class: disability; religion; race; color; national origin; age; sex; pregnancy, childbirth or related medical condition [that does not include non-therapeutic abortion not intended to save the life of the mother]; height; weight; marital status; and genetic information.

In New Jersey, the following are a protected class: race, creed, color, national origin, ancestry, age, marital status, domestic partnership status, civil union status, affectional or sexual orientation, gender identity or expression, genetic information, sex, atypical hereditary cellular or blood trait, nationality, refusing to submit to a genetic test or make available the results of a genetic test to an employer, disability, liability for service in the U.S. military, and religious practice or observance.

You may discuss equal employment opportunity related questions with your supervisor or any other member of management.