



A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

Rob Rosen, Chief Executive Officer, and Director

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Intrepid Acquisition Holdings, LLC ("Intrepid" or "Company") has been and will continue to be an equal opportunity employer. Intrepid, as used in this document, refers to Intrepid Acquisition Holdings, LLC. and all of its subsidiaries, affiliates, and related corporations and/or business entities whether or not separately incorporated.

To assure full implementation of this equal employment policy, we will take steps to assure that:

- a. Persons are recruited, hired, assigned, and promoted without regard to non-work-related factors such as: race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, marital status, veteran status, parental status, genetic information (including family medical history), or other non-merit-based factors
- b. All other personnel actions, such as compensation, benefits, transfers layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act of practice made unlawful by any federal, state or local law requiring equal opportunity or; (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

I have appointed Jennifer Williams to take on the responsibilities of EEO Coordinator. The EEO Coordinator will be responsible for the day-to-day implementation and monitoring of the company's Affirmative Action Plan. As part of the responsibility, the EEO Coordinator will periodically analyze the Company's personnel actions and their effects to ensure compliance with our equal employment policy and administer the audit and reporting system.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view the Section 503 Affirmative Action Plan or the VEVRAA Affirmative Action Plan, please contact Jennifer Williams (Jennifer.Williams@IntrepidGS.com) during regular business hours. This is also a reminder that employees may update their disability status at any time through ADP Employee Self-Service or by contacting Jennifer Williams (Jennifer.Williams@IntrepidGS.com).



I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all the Company's personnel to attain our objective of equal employment opportunity for all.

Sincerely,
Rob Rosen
Chief Executive Officer and Director