



EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT

It is DENTALEZ's ongoing policy and practice to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of race, color, religion, creed, national origin or ancestry, sex (including pregnancy), gender (including gender identity, gender non-conformity and status as a transgender or transsexual individual), sexual orientation, age, physical or mental disability, use of a support animal because of the handicap or disability, citizenship, past, current or prospective service in the uniformed services (veteran status), genetic information, or any other status or characteristic protected by federal, state or local law.

The policy of equal employment opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement. DENTALEZ is committed to making employment decisions based on valid requirements, without regard to any of the factors listed above. DENTALEZ will analyze its personnel actions rigorously to ensure compliance with this policy.

To carry out DENTALEZ's commitment, as well my personal commitment to the EEO/AAP Program, I have designated Human Resources Director Karen Lorden as DENTALEZ's EEO Coordinator. She is responsible for compliance with state and federal EEO laws and affirmative action regulations. Certain DENTALEZ companies fulfill government contracts calling for DENTALEZ to develop and maintain Affirmative Action Plans (AAP). Karen Lorden is responsible for implementing, monitoring and reporting on these AAP. The AAPs for veterans and disabled individuals are available for you to review during regular office hours or by appointment.

Pursuant to its status as a government contractor under 41 CFR 60-1.35(c), DENTALEZ will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

If you believe you have received treatment contrary to this policy, please contact any manager, human resources representative or Karen Lorden by phone at 610-725-8004 x 1314 or by mail at 301 Lindenwood Drive, Suite 100, Malvern, PA 19355. All employees and applicants for employment are protected, by both company policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of equal employment opportunity. I ask your continued assistance and support in maintaining an environment that reflects DENTALEZ's commitment to equal opportunity and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

Heather Trombley
President and Chief Operating Officer