



VESPA GROUP SUPPLEMENTAL INFORMATION - EEO

ALTERNATIVE MEANS FOR APPLICATION

If you cannot complete the application process through our online application systems due to a disability, please use the “Contact Us” feature of our website to request alternative means for application or contact 317-360-5736.

POLICY STATEMENT ON BEHALF OF PROTECTED VETERANS AND INDIVIDUALS WITH A DISABILITY

To provide equal employment and advancement opportunities to all individuals, employment decisions at Vespa Group, LLC (“Company”) will be based on merit, qualifications, and abilities. It has been and shall continue to be both the official policy and the commitment of the Company to further equal employment opportunities for all persons regardless of, among other characteristics, race, religion, color, national origin, sex, sexual orientation, gender identity, age, ancestry (common in state statutes), genetic information, status as a protected veteran or status as a qualified individual with a disability, or any other characteristic protected by applicable federal, state or local law.

The Company’s EEO policy, as well as its affirmative action obligations, includes the full and complete support of the Company, including its CEO/Founder. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

In furtherance thereof, the Company will recruit, hire, train, and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to disability or protected veteran status; and the Company will ensure that all employment decisions are based only on valid job requirements.

Furthermore, the Company will make reasonable accommodations for qualified protected veterans and individuals with known disabilities unless doing so would result in an undue hardship.

The Company prohibits harassment of any individual on the basis of disability or protected veteran status. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities, among others:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of any federal, state or local equal employment opportunity or affirmative action statute;
3. Opposing any act or practice made unlawful by federal, state or local law requiring equal employment opportunity or affirmative action; or
4. Exercising any other employment right protected by federal, state or local law or its implementing regulations.



For information regarding the Company's internal policies addressing complaints of harassment, please refer to the Company's Policy Against Harassment.

Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of the Founder or CFO.

The Company remains committed to respond to any specific complaints applicants or employees may file with the Company's equal employment opportunity office. Overall responsibility for the implementation of the Company's equal employment opportunity programs and for affirmative action compliance activities is assigned to the Founder and CFO, who may be reached at (317) 360-5736.

NOTICE TO APPLICANTS AND EMPLOYEES OF AVAILABILITY OF AAP FOR PROTECTED VETERANS AND FOR INDIVIDUALS WITH A DISABILITY

Vespa Group (VG) is a covered federal contractor or subcontractor subject to the requirements of the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA), as amended, and Section 503 of the Rehabilitation Act of 1973, as amended. As such, VG is bound by the terms of VEVRAA and Section 503, and shall not discriminate against individuals with disabilities or protected veterans, and is committed to take affirmative action to employ and advance in employment protected veterans and individuals with disabilities.

VG maintains an Affirmative Action Plan for the purpose of proactively seeking employment and advancement in employment of qualified protected veterans and individuals with disabilities. As an individual interested in employment with VG, or as one of VG's valued employees, VG welcomes the opportunity to make its employees and applicants more aware of the VG's obligations and affirmative efforts. Upon request, VG will make accessible to you its Affirmative Action Plan for protected veterans and individuals with a disability. If you are interested, please submit an email request to the CFO and we can schedule a time for you to review the Affirmative Action Plan within 5 business days.

FURTHER EQUAL OPPORTUNITY INFORMATION

[EEO Is the Law- Poster](#)

[EEO Is the Law- Poster Supplement](#)