



To: Vendors, Suppliers, and Subcontractors

From: SynQor, Inc.

Re: Federal Regulations

Because we are a federal government contractor, we are required to notify you of obligations you may have regarding Equal Opportunity, Affirmative Action, and Union Rights. We are committed to affirmative action for minorities, females, individuals with disabilities, and protected veterans and we request that you take appropriate action regarding your own employment practices.

You can find more information about these provisions in the Code of Federal Regulations (CFR) cited below.

The Equal Opportunity Clause of 41 CFR 60-1.4 (requiring Affirmative Action for Minorities/Females), the Reporting Requirements Clause of 41 CFR 61-300.10 (requiring the filing of the VETS-4212 Form), and the Employee Notice Clause of Appendix A to Subpart A of 29 CFR 471 (about Employee Rights to Organize and Bargain Collectively with Their Employers) apply to the purchase of goods and services from you.

This contractor and subcontractor shall abide by the requirements of 41 CFR 60-300.5(a) and 41 CFR 60-741.5(a). These regulations prohibit discrimination against qualified protected veterans and qualified individuals on the basis of disability, and require affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans and individuals with disabilities.

We are providing this information to every vendor of any goods or services that we purchase, without determining whether you are subject to the provisions or are exempt. If we can be of any assistance in determining whether you are subject to these provisions based on the goods or services we are purchasing from you, we will do our best to offer you whatever information we can.

Our obligation is to notify you of these provisions. We are not seeking any response from you. We hope that you will comply with all legal requirements. You may want to consult with your own counsel about what you may have to do to comply.

Thank you.