# EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

Diversity, and the equal opportunity it affords, is strategically important to Isaac’s Deli, Inc. It makes Isaac’s Deli, Inc. more competitive in the marketplace. It has been Isaac’s Deli, Inc.’s long-standing tradition, as well as our Company policy, to treat each individual with dignity and respect.

This is both a question of equity and of market success. To guarantee this, we will effectively utilize all of our human resource talent and continue to pursue this effort.

**POLICY**

1. Comply with both the letter and the spirit of all applicable laws and regulations governing employment.
2. Provide equal opportunity to all employees and to all applicants for employment.
3. Take appropriate affirmative action to make equal opportunity a reality.
4. Prohibit discrimination or harassment because of race, color, creed, religion, national origin, citizenship, sex, marital status, age, physical or mental disability, one's status as a special disabled veteran or veteran of the Vietnam era, or because of a person's sexual orientation, gender identity, characteristics or expression or genetic information in any employment decision or in the administration of any personnel policy.
5. Make reasonable accommodations to the physical and/or mental limitations of qualified employees or applicants with disabilities.
6. Make Reasonable accommodations for a qualified employee or applicant’s religious beliefs and practices.

I want to reaffirm Isaac’s Deli, Inc. commitment of providing equal opportunity to all employees and applicants for employment in accordance with all applicable laws, directives, and regulations of federal, state, and local governing bodies and agencies thereof. I expect all managers throughout Isaac’s Deli, Inc. to comply fully with all aspects of this policy, and to conduct themselves in accordance with the principles of equal opportunity.

Demonstrated commitment to equal opportunity is an investment in our people and our future growth. Consequently, a company that attracts, selects, develops, and retains the best will remain an industry leader.

Philip R. Wenger

Founder of Isaac’s Deli, Inc.

**I-9 IMMIGRATION REFORM POLICY**

Isaac’s Deli, Inc. complies with the Immigration Reform and Control Act of 1986 by employing only United States citizens and non-citizens who are authorized to work in the United States. All employees are asked on their first day of employment to provide original documents verifying the right to work in the United States and to sign a verification form required by federal law (INS Form I-9). If an individual cannot verify his or her right to work within three days of hire, must terminate his or her employment.

Please contact Human Resources with questions or concerns.