



STATEMENT OF POLICY

It is the policy of Kforce Inc., including its affiliates and subsidiaries (“Kforce”), to recruit and employ individuals as well as to retain and promote employees, provided individuals are qualified, without regard to race, color, national or ethnic origin, religion, age, sex, gender identity, sexual orientation, disability, and veteran status.

Kforce adheres to federal, state, and city laws and regulations regarding non-discrimination and affirmative action in employment practices, including, Title VII of the Civil Rights Act of 1964, Sections 503 and 504 of the Rehabilitation Act of 1973, Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, Executive Order 11246, and the Americans with Disabilities Act, each as amended.

Employment decisions at Kforce are based only on job-related criteria. All personnel actions such as employment, upgrading, demotion or transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training will be made without discrimination. All employment programs will be based on sound employment practices.

Kforce makes, and will continue to make, reasonable accommodations to promote the employment of qualified individuals with disabilities, unless such accommodations would impose an undue hardship on the business.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, activities such as filing a complaint, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by Title VII of the Civil Rights Act of 1964, Sections 503 and 504 of the Rehabilitation Act of 1973, Section 4212 of the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, Executive Order 11246 as amended, and the Americans with Disabilities Act, each as amended.

Like all Kforce policies, this policy and the company’s Affirmative Action Plans (AAP) are supported by all Kforce leaders, including each member of the Executive Leadership Team, including our Chairman and Chief Executive Officer. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected Erin Harrison, Compliance Specialist as the designated Affirmative Action Officer.

The Affirmative Action Officer will manage the AAP program for Women and Minorities, and for Veterans and Individuals with Disabilities. The AAP includes an audit and reporting system which, among other things, measures the effectiveness of the AAP. All managers and supervisors will take an active part in the Kforce AAP to ensure that applicants and employees are considered and treated in a non-discriminatory manner with respect to all employment decisions. Furthermore, Kforce solicits the cooperation and support of all its employees for its policies and AAP. The Affirmative Action Officer has been assigned responsibility for periodically reviewing the progress in the compliance and implementation of the policy of affirmative action for all covered individuals. In accordance with public law, the Kforce AAP, for individuals with disabilities and veterans, is available for inspection by applicants and employees with the Associate Experience & Performance Team during regular business hours by appointment. Any questions about this policy or the AAP should be directed to me or Erin Harrison.



Jennifer Smayda
General Counsel