

GLASS, INC.

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Glass Inc. is committed to providing a non-discriminatory employment environment for its employees. The policy of Glass Inc. is to fully comply with applicable federal, state and local laws, rules and regulations in the area of non-discrimination in employment. Discrimination against employees and applicants due to race, color, religion, sex (including sexual harassment), national origin, disability, age (40 years or older), military and veteran status is prohibited. Violations of this policy will be subject to discipline, up to and including termination. Equal employment opportunity and non-discriminatory commitments include, but are not limited to, the areas of hiring, promotion, demotion or transfer, recruitment, discipline, layoff or termination, rate of compensation and company sponsored training.

All employees are expected to comply with this Equal Employment Opportunity Policy. Managers and supervisors who are responsible for meeting business objectives are expected to cooperate fully in meeting Glass Inc's Equal Employment Opportunity Policy Objectives. It is also the policy of Glass Inc to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

It is the further policy of this company to comply with the applicable provisions of the Civil Rights Act of 1964 and 1991 and Executive Order No. 11246, as amended, and 41 C.F.R. 60-40 Code of Federal Regulations. This policy pertains, so far as the responsibility of this company is concerned, to any arrangement under which employees, including trainees and applicants, are selected or referred for work.

As President, I am committed to the principles of Affirmative Action and EEO. In order to ensure dissemination and implementation of EEO and Affirmative Action throughout all levels of the company, I have selected the CFO and the EEO Manager. The Affirmative Action Program is available for inspection by any employee or applicant for employment upon request.

Robert Smith, Owner