



Miller Environmental Group Inc.'s Employment Statement

Miller Environmental Group Inc. is committed to providing equal opportunity employment and does not tolerate discrimination and/or harassment in the workplace. It is our policy to maintain a working environment free from discrimination and sexual harassment. Miller Environmental Group Inc. prohibits discrimination in compliance with title VII of the federal Civil Rights Act of 1964 and all applicable State laws, as well as, all forms of sexual harassment. This includes, but is not limited to, discrimination based on sex, creed, national origin, disability, color, marital status, citizenship status, sexual orientation, race, and age. Sexual harassment includes but is not limited to harassment by Professionals, Contractors, employees, vendors, applicants, visitors, or any other person met on company property or in the course of conducting company business through conduct or communication. All employees should expect to work in an atmosphere free of discrimination and unwanted sexual overtures or any unwelcome behavior that is personally offensive, which debilitates morale, or which otherwise interferes with working effectiveness. All employees are expected to act professionally and use good judgment at all times. This policy applies to all employees of the company at all locations. Miller Environmental Group, Inc. recognizes that the long-term success of our operations depends on the individuals that make up our team. Miller promotes fair and equitable management practices that respect the worth and dignity of all employees. While simultaneously working to ensure that the company complies with all applicable employment related laws and policies.

We currently employ over 145 professionals in areas of Geology, Administration, Drivers, Laborers, Marketing, Mechanics, Engineers, Training, Accounting, etc. We are an Equal Opportunity Employer and committed to fostering an environment conducive to the attraction and retention of qualified, talented employees. By employing the best most qualified individuals we will continue to provide superior value and service to our customers while building a strong successful company. MEG offers a comprehensive benefits package and a competitive salary. We have established comprehensive training and development programs as well as, a Health and Safety Plan for all personnel. In addition, we have incorporated policies and procedures designed to protect the welfare of our employees and clients including but not limited to; Anti sexual harassment and discrimination, professional conduct, a drug free workplace, pre-employment drug and alcohol screening, background and motor vehicle pre employment checks, Information and communication monitoring, Ethics policy, and random DMV monitoring and drug and alcohol testing, as well as a comprehensive new hire orientation. We believe in providing the tools necessary for success.