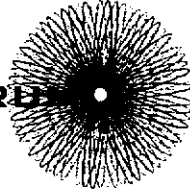


SPECTRUM
STAFFING INC



As the President of Spectrum, I reaffirm our full commitment to equal opportunity and affirmative action. For administrative purposes, I will full these responsibilities and serve as the organization's liaison between Spectrum and our private and public clients. These responsibilities include, but are not limited to, monitoring personnel activities and recommending actions that will promote the principle of equal employment opportunity.

Our objective is to ensure that all employment and employment-related decisions are in accord with the principles of equal employment opportunity. Thus, we will:

Make employment and employment-related decisions including, but not limited to, recruiting, hiring, training, and promotion decisions, and,

Administer personnel programs such as compensation, benefits, transfers, layoffs, terminations, returns from layoff, Company-sponsored training, education, tuition assistance, social and recreational programs without unlawful discrimination because of race, color, creed, religion, national origin, citizenship, sex, age, physical or mental disability, marital status, veteran status, or any other unlawful bias. In addition, we will maintain a work environment that is free from harassment on any unlawful basis including, but not limited to, sexual harassment.

The ongoing support of this Program by each employee is a vital part of our commitment to equal opportunity and affirmative action and is the responsibility of the entire workforce. All supervisors are expected to become familiar with the Program provisions and to discuss them with their subordinates. They will be held responsible and accountable for the success of this Program.

I pledge my support for the objectives of affirmative action and the attainment of a work environment free from unlawful discrimination, in which employment and advancement decisions are made on the basis of individual merit and job-related criteria and which further the principle of equal opportunity.

President

1/01/07

Date