



EEO/Harassment Policy Statements

Disclaimer: Actium is a member of the MPS Group, a leading provider of staffing, consulting, and solutions in the disciplines of information technology, finance and accounting, law, engineering, and healthcare, and therefore falls under the guidelines of this policy. For more information on MPS Group, visit www.mpsgroup.com.

MPS Group, Inc. ("MPS") has always taken EEO/Harassment policies seriously and takes this opportunity to reaffirm these policies and our commitment that they be enforced in every location throughout the MPS establishments. Our policies states as follows:

Equal Employment Opportunity

It is our policy to provide equal employment opportunity to all qualified employees and applicants for employment and not to discriminate on any basis prohibited by law, including race, color, sex, age, religion, national origin, disability, marital status, status as a veteran, disabled veteran or veteran of the Vietnam era. It is our intent and desire that equal employment opportunities will be provided in employment recruitment, selection, compensation, promotion, demotion, layoff, and all other terms and conditions of your employment. Only valid requirements for employment opportunities which are in accordance with the principles of equal employment opportunity shall be imposed. The President and CEO of MPS and all managerial personnel are committed to this policy and its enforcement in all employment decisions. This policy also prohibits participation by any MPS employee in any discriminatory requests or treatment by clients, customers, suppliers and vendors, or their employees.

Harassment Policy

MPS will NOT tolerate harassment or intimidation of our employees on any basis, including race, color, sex, age, religion, national origin, handicap, disability, marital status, or status as a veteran, disabled veteran or veteran of the Vietnam era. Moreover, any suggestions made to any employee that sexual favors will have an effect on any term or condition of employment with MPS will not be tolerated. It is the policy of MPS that any harassment, including acts creating a hostile work environment or any other discriminatory acts directed against our employees, will result in discipline, up to and including discharge. MPS also will not tolerate any such harassment by our clients or vendors.

If you become aware of any discriminatory behavior or any activity which might be considered to be harassment in violation of this policy, it is your responsibility to immediately report such conduct to your supervisor, member of management, or directly to the Human Resources Department at MPS at 1-800-642-1412.

MPS will thoroughly investigate all such claims with due regard for the privacy of the individuals involved. Any employee who knowingly retaliates against an employee who has reported workplace harassment or discrimination shall be subject to immediate disciplinary action, up to and including discharge.

If you have any questions regarding these policies, please feel free to contact our Human Resources or Legal Departments. The reaffirmation of these policies is part of our ongoing desire that MPS is a quality place to work for everyone, and we hope that you will contribute to that workplace environment by strictly abiding by these policies.

Timothy D. Payne
President and CEO, MPS Group, Inc.

01/01/04

Date