

BOB'S RENTALS, INC.

EQUAL EMPLOYMENT OPPORTUNITY

Bob's Rentals is an equal opportunity employer and it is our policy to provide equal employment opportunities to all qualified candidates. We are committed to maintaining employment practices based on the principles of equal opportunity and ensuring that employment decisions are not influenced or unlawfully affected by your race, color, national origin, sex (including sexual orientation and gender identity), religion, ancestry, citizenship and immigration status, gender, age, physical or mental disability, pregnancy, results of genetic testing, service in the military, veteran status, or any other characteristic protected by applicable federal, state, or local law.

This commitment includes all aspects of recruiting, hiring, training, placement, transfer, promotion, demotion, assignment, compensation, benefits, layoff, recall, leave of absence, termination, and any other term, condition, or privilege of employment. Bob's Rentals is committed to assuring that all programs are administered without regard to any characteristic protected by applicable state, federal, or local law. Bob's Rentals takes allegations of harassment, intimidation, threats, retaliation, coercion, or discrimination very seriously and will promptly investigate when warranted.

You are responsible for supporting the concept of equal opportunity and assisting the Company in meeting its objectives. Contact Human Resources with any questions or concerns.

AFFIRMATIVE ACTION

Bob's Rentals is committed to the principles of Affirmative Action and has developed a written Affirmative Action Program. This program sets forth the policies, practices, and procedures that Bob's Rentals is committed to following to ensure that its policy of non-discrimination and affirmative action for women and minorities, qualified candidates with disabilities, and qualified protected veterans are accomplished.

To ensure the dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the Company, Human Resources will serve as the Equal Employment Opportunity (EEO) Coordinator for Bob's Rentals. One of the EEO Coordinator's responsibilities is to establish and maintain an internal audit and reporting system to allow for effective measurement of Bob's Rentals's programs. The Affirmative Action Program is available for your inspection upon request, during normal business hours. If interested, contact the Equal Employment Opportunity (EEO) Coordinator for assistance.

ADA & REASONABLE ACCOMMODATION

Bob's Rentals is committed to complying fully with the Americans with Disabilities Act (ADA) and the Americans with Disabilities Act Amendments Act (ADAAA). This includes ensuring equal opportunity in employment for qualified persons with physical or mental disabilities. Bob's Rentals will provide you with reasonable accommodation(s) to any known physical and mental limitations when you are qualified for a job, with or without reasonable accommodations, to enable you to perform the essential job duties.

Bob's Rentals will comply with all federal and state laws concerning the employment of persons with disabilities. Bob's Rentals will also follow regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC). Furthermore, it is our company policy not to discriminate against qualified candidates with disabilities, or because of a perceived disability, regarding application

procedures, hiring, advancement, discharge, compensation, fringe benefits, training, or other terms, conditions, and privileges of employment.

The company will reasonably accommodate qualified candidates with a disability so that you can perform the essential functions of a job unless doing so causes a direct threat to these candidates or others in the workplace and the threat cannot be eliminated by reasonable accommodation and/or if the accommodation creates an undue hardship to Bob's Rentals.

If you are disabled and desire reasonable accommodation, contact Human Resources with any questions or requests for accommodation. The accommodation request will be discussed with you and your supervisor (if necessary) and from there the interactive process will continue which will determine the nature of the disability and what, if any, reasonable accommodation would be appropriate. As this is an interactive and fact-specific process, your cooperation in the process is required and you should be prepared to engage with HR to evaluate all possibilities given the essential functions of the job. This also means that by applicable law, may be required to provide all necessary medical documentation supporting the need for accommodation and be willing to consider alternative accommodations when applicable. All information obtained concerning the medical condition or history of a teammate will be treated as confidential information, maintained in separate medical files, and disclosed only as permitted by law.

Failure to provide documentation promptly or cooperate in the interactive process may result in the denial and/or delay of an accommodation request. Bob's Rentals will also take into consideration cost, impact on other teammates, policies, and procedures, and burden on operations when exploring reasonable accommodation options.

DIVERSITY

Bob's Rentals recognizes the value of a diverse workforce and is committed to creating and maintaining an inclusive environment where differences are valued and respected. We strive to foster a supportive environment in which you realize your maximum potential regardless of differences based on age, color, disability, race, ethnicity, gender, national origin, sexual orientation, gender identity or expression, physical and mental abilities, family or marital status, political affiliation, religious beliefs, socio-economic status, veteran status, or any other status.

Bob's Rentals also embraces diversity by recognizing other characteristics that make each person unique such as geographic location, tenure, knowledge, life experiences, innovation, self-expression, capabilities, talent, and perspective. The collective sum of these individual differences represents a significant portion of our culture. We encourage you to make contributions that reflect your unique perspectives while still fitting into the larger culture of our Company.

You have a responsibility to treat others with dignity and respect at all times. If you believe you have been subjected to any kind of treatment that conflicts with the Company's diversity policy, seek assistance from your supervisor or Human Resources.

If you require accommodation at any point during the application or selection process, please contact Andie Neuenschwander at andien@avisspringfield.com or Caitlin Goebel at caitling@avisspringfield.com to discuss your needs.