

KFORCE STATEMENT OF AFFIRMATIVE ACTION AND EEO POLICY

It is the policy of Kforce Inc., including its affiliates and subsidiaries ("Kforce"), to recruit and employ individuals as well as to retain and promote employees, provided individuals are qualified, without regard to any protected category under applicable law including, but not limited to, race, color, national or ethnic origin, religion, age, sex, sexual orientation, disability, and veteran status.

Kforce adheres to federal, state, and city laws and regulations regarding non-discrimination and affirmative action in employment practices, including Title VII of the Civil Rights Act of 1964, Sections 503 and 504 of the Rehabilitation Act of 1973, Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, and the Americans with Disabilities Act, each as amended.

Employment decisions at Kforce are based only on job-related criteria. All personnel actions such as employment, upgrading, demotion or transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training will be made without discrimination. All employment programs will be based on sound employment practices.

Kforce makes, and will continue to make, reasonable accommodations in the employment of qualified individuals with disabilities or who are pregnant as well as on the basis of religion, unless such accommodations impose an undue hardship on the business.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, activities such as filing a complaint, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by Title VII of the Civil Rights Act of 1964, Sections 503 and 504 of the Rehabilitation Act of 1973, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, and the Americans with Disabilities Act, each as amended.

Like all Kforce policies, this policy and the company's Affirmative Action Plans (AAP) for Veterans and Individuals with Disabilities are supported by all Kforce leaders, including our President and Chief Executive Officer and each member of the Executive Leadership Team. In order to ensure dissemination and implementation of equal employment opportunity and legally required affirmative action throughout all levels of the company, I have selected Jessica Schwaller, Vice President of Human Resources, as the designated Affirmative Action Officer.

The Affirmative Action Officer will manage the AAP for Veterans and Individuals with Disabilities program. The AAP for Veterans and Individuals with Disabilities includes an audit and reporting system. All managers and supervisors will take an active part to ensure that applicants and employees are considered and treated in a non-discriminatory manner with respect to all employment decisions. Furthermore, Kforce solicits the cooperation and support of all its employees for its policies and AAP for Veterans and Individuals with Disabilities. The Affirmative Action Officer has been assigned responsibility for periodically reviewing the progress in the compliance and implementation of the AAP for Veterans and Individuals with Disabilities. In accordance with law, the Kforce AAP for Veterans and Individuals with Disabilities is available for inspection by applicants and employees during regular business hours by appointment. Any questions about this policy or the AAP should be directed to the Affirmative Action Officer.



Jennifer Smayda, Kforce General Counsel