



Pursuant to Virginia Code § 2.2-4201, Robert Half International Inc. (“Robert Half”), hereby includes the names of all contracting agencies with which Robert Half has contracts of over \$10,000 for FY 2020:

1. City of Newport News
2. Virginia Alcoholic Beverage Control Authority

Non-Discrimination Clauses (language may slightly vary in each applicable contract):

Both parties agree to comply with all applicable equal employment opportunity laws as amended, including Title VII of the 1964 Civil Rights Act, the Civil Rights Act of 1991, the Americans with Disabilities Act, the affirmative action requirements of the Executive Order 11246, the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, as well as the policy at <https://www.roberthalf.com/equal-opportunity-employer>.

And/or:

Both parties agree to abide by the requirements of 41 CFR 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, national origin, protected veteran status or disability.