



Commitment to Equal Opportunity and Non-Discrimination

Landstar System, Inc. (collectively with its affiliated companies, "Landstar" or the "Company") reaffirms its commitment to equal employment opportunity for all people and will ensure its policies are respected and implemented. The Company works to comply with all applicable federal and state laws pertaining to equal employment opportunity and affirmative action. Specifically, it is our philosophy to treat our employees and applicants fairly without regard to race, color, sex, religion, national origin, age, disability, present, past, or future service in a branch of the uniformed services of the United States, citizenship, sexual orientation or gender identity. Discrimination against any employee or applicant based on any of these conditions will not be tolerated. This policy applies to all employment practices, including, but not limited to, recruiting, hiring, pay, training, promotions, and all terms and conditions of employment and termination.

In accordance with the Americans with Disabilities Act, the Company will provide equal opportunities as described above to qualified individuals with disabilities. The Company will make reasonable accommodations for the known physical or mental disabilities of an otherwise qualified applicant or employee, unless the proposed accommodation would create undue hardship. Employees and applicants requiring an accommodation in order to perform the essential functions of their job, should contact Human Resources to discuss a possible reasonable accommodation. The Company will consider any such request for accommodation, as well as other possible alternative accommodations that might allow employees to perform their jobs. The Company reserves the right to determine what, if any, reasonable accommodation it will implement.

In accordance with the Vietnam Era Veterans Readjustment Act of 1974, the Company will provide equal employment opportunities as described above to those who are qualified disabled veterans and/or veterans of the Vietnam Era.