

Equal Employment Opportunity and Affirmative Action Statement

Smart ERP Solutions, Inc.

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Smart ERP Solutions is committed to providing equal employment opportunity without regard to race, color, religion, sex, sexual orientation, national origin, age, disability, or any other protected status with respect to recruitment, hiring, training, promotion, and other terms and conditions of employment. Further, SmartERP takes affirmative action in support of this policy to employ and advance in employment individuals over 40 years of age, minorities, women, the handicapped, and Vietnam era veterans.

SmartERP does not condone or tolerate the harassment of any employee, including those placed through affirmative action efforts. SmartERP intends that all matters related to recruitment, hiring, training, compensation, benefits, promotions, transfers, and separations, as well as SmartERP-sponsored social and recreational programs be free of unlawful discriminatory practices.



Doris Wong
Chief Executive Officer