



## **Americans with Disabilities Act**

CRB Services LLC does not discriminate against qualified individuals with disabilities in any aspect of employment and provides reasonable accommodations in accordance with the Americans with Disabilities Act (ADA) and applicable state laws.

This policy applies to all employment practices, including recruitment, hiring, promotion, training, compensation, benefits, and termination.

Employees who require an accommodation due to a physical or mental condition must submit a request to Management or Human Resources as soon as the need becomes known. Requests for accommodation must be made in writing whenever possible.

CRB Services will engage in an interactive process with the employee to determine appropriate reasonable accommodations. The Company reserves the right to request medical documentation from a licensed healthcare provider to verify the existence of a disability and the need for accommodation.

Accommodations will be provided unless doing so would create an undue hardship on business operations.

If medical leave is requested as an accommodation, CRB Services will evaluate the request in accordance with applicable laws and company policies, including FMLA when applicable.

Employees are expected to cooperate fully in the accommodation process. Failure to provide requested documentation or participate in the interactive process may delay or result in denial of accommodation.