

Equal Employment Opportunity is THE LAW

Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under the following Federal authorities:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES

Section 503 of the Rehabilitation Act of 1973, as amended, prohibits job discrimination because of disability and requires affirmative action to employ and advance in employment qualified individuals with disabilities who, with reasonable accommodation, can perform the essential functions of a job.

VIETNAM ERA AND SPECIAL DISABLED VETERANS

38 U.S.C. 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 prohibits job discrimination and requires affirmative action to employ and advance in employment qualified Vietnam era veterans and qualified special disabled veterans. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), Employment Standards Admin., U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210 or call (202) 219-9430, or an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department Of Labor.

Private Employment, State and Local Government, Educational Institutions

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under the following Federal laws:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex or national origin.

DISABILITY

The Americans with Disabilities Act of 1990, as amended, protects qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, classification, referral, and other aspects of employment on the basis of disability. The law also requires that covered entities provide qualified applicants and employees with disabilities with reasonable accommodations that do not impose undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination on the basis of age in hiring, promotion, discharge, compensation, terms, conditions or privileges of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act (see above), the Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment. Retaliation against a person who files a charge of discrimination, participates in an investigation, or opposes an unlawful employment practice is prohibited by all these Federal laws. If you believe that you have been discriminated against under any laws, you immediately should contact: The U.S. Equal Employment Opportunity Commission (EEOC), 1801 L. Street, N.W., Washington, D.C. 20507 or an EEOC field office by calling toll free (800) 669-4000. For individuals with hearing impairments, EEOC's toll free TDD number is (800) 800-3302.

Programs or Activities Receiving Federal Financial Assistance

RACE, COLOR, NATIONAL ORIGIN, SEX

In addition to the protection of Title VII of the Civil Rights Act of 1964, Title VI of the Civil Rights Act prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes; or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal assistance.

INDIVIDUALS WITH DISABILITIES

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disabilities in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against disabled persons who, with reasonable accommodation, can perform the essential functions of a job. If you believe you have been discriminated against in a program of any institution which receives Federal assistance, you should contact immediately the Federal agency providing such assistance.

AFFIRMATIVE ACTION PLAN

SONALYSTS, INC.
215 PARKWAY NORTH
WATERFORD, CONNECTICUT 06385

Facility EEO-1 Identification Number: 619200

Facility Dun & Bradstreet Identification Number: 07-731-7766

Period of this Plan: January 1, 2007 to December 31, 2007

Company Compliance Officer /s/ Donetta D. Hodge

Donetta D. Hodge

Telephone Number: (860) 442-4355

Chairman of the Board: /s/ Lawrence F. Clark

Lawrence F. Clark

Telephone Number: (860) 442-4355

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

POLICY STATEMENT

It is the policy of Sonalysts as an equal opportunity employer that all persons will be afforded equal employment opportunity ("EEO") in accordance with their individual job-related qualifications without regard to race, color, religion, sex, age, national origin, physical or mental disability, special disabled veteran status, Vietnam era veteran status, recently separated veteran status, Armed Forces Service Medal veteran status, other protected veteran status, or other basis prohibited by law. Employment opportunity includes the administration and execution of all personnel actions such as compensation, benefits, transfers, layoffs, return from layoffs, terminations, Company-sponsored training, education, tuition assistance, and social and recreation plans, as well as recruiting, hiring, training, and promotion in all job titles. Decisions concerning employment will be based on valid job requirements and will be implemented so as to further the principle of equal employment opportunity.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: (i) filing a complaint; (ii) assisting or participating in an investigation, compliance evaluation or review, hearing, or any other activity related to federal, state, or local law pertaining to equal opportunity including the administration of Executive Order 11246 (the "Executive Order"), of the Vietnam Veterans Readjustment Assistance Act of 1974 (the "Vietnam Veterans Act"), of the Rehabilitation Act of 1973 (the "Rehabilitation Act"), of the Veterans Employment Opportunities Act of 1998 (the "Veterans Employment Act"), of the Veterans Benefits and Health Care Improvement Act of 2000 (the "Veterans Benefit Act"), or of the Jobs for Veterans Act of 2002 (the "Jobs for Veterans Act"); (iii) opposing any act or practice made unlawful by federal, state, or local law requiring equal opportunity including any right protected by the Executive Order, by the Vietnam Veterans Act, by the Rehabilitation Act, by the Veterans Employment Act, by the Veterans Benefit Act, or by the Jobs for Veterans Act; or (iv) exercising any other right protected by the Executive Order, by the Vietnam Veterans Act, by the Rehabilitation Act, by the Veterans Employment Act, by the Veterans Benefit Act, or by the Jobs for Veterans Act.

This plan represents a Company commitment for which all partners will be held accountable. Donetta D. Hodge, who is designated as the Company Compliance Officer, has overall responsibility for the affirmative action activities of this EEO Policy and the Affirmative Action Plan ("AAP"), and for the audit and reporting system described in the AAP. She will monitor results and report to me and to the Chief Executive Officer. This policy statement is to be posted on bulletin boards and otherwise disseminated as appropriate. The Company Compliance Officer will ensure that all partners or applicants who are minorities, women, individuals with disabilities, special disabled veterans, Vietnam era veterans, recently separated veterans, Armed Forces Service Medal veterans, or other protected veterans are informed of this policy statement (including, as necessary, taking such actions as reading it aloud to visually impaired individuals or providing a special copy to those in wheel chairs).

Dated as of: January 1, 2007

/s/ Lawrence F. Clark

Lawrence F. Clark
Chairman of the Board

CERTAIN PORTIONS OF THE AFFIRMATIVE ACTION PLAN ARE AVAILABLE FOR INSPECTION BY EMPLOYEES AND APPLICANTS FOR EMPLOYMENT DURING REGULAR BUSINESS HOURS IN THE WATERFORD OFFICE. PLEASE CONTACT DONETTA D. HODGE, THE COMPANY COMPLIANCE OFFICER, OR LAWRENCE F. CLARK, IF YOU WISH TO REVIEW THE PLAN.

This policy statement was originally submitted for adoption by the Board of Directors on October 11, 1979, and has remained in force continuously.

REAFFIRMATION STATEMENT

Intent. Sonalysts reaffirms its policy of equal employment opportunity for all qualified individuals without discrimination because of race, color, religion, sex, age, national origin, physical or mental disability, special disabled veteran status, Vietnam era veteran status, recently separated veteran status, Armed Forces Service Medal veteran status, other protected veteran status, or other basis prohibited by law. Underscoring this policy is the Company's strong concern for each partner's dignity and well being and the Company's commitment to provide for a safe, productive, and professional work environment.

Scope. Every effort is to be made to assure that the Company's policies regarding hiring, termination, salary administration, promotion, and transfer are based solely on job requirements, job performance, and job related criteria. In addition, personnel policies and practices -- including those relating to compensation, benefits, transfer, retention, termination, training, self-development opportunities, as well as social and recreational plans -- are to be administered without discrimination on the basis of race, color, religion, sex, age, national origin, physical or mental disability, special disabled veteran status, Vietnam era veteran status, recently separated veteran status, Armed Forces Service Medal veteran status, other protected veteran status, or other basis prohibited by law.

Application and Responsibilities. The Company's continued success in affirmative action depends in large measure not only on the commitment and involvement of those directly responsible for implementation of the AAP, but also on the dedication of partners. The Company routinely uses the term "partner" rather than employee to refer to people for various reasons, including the objective of preventing or breaking down potential barriers to success for everyone. Assuring equal employment opportunity is a fundamental and direct responsibility of each partner. Each Officer, Group Leader, Project Leader, or other supervisor is required to comply with the law and to further the affirmative action goals of the Company.

The following practices and conditions will underscore that commitment:

- Each Officer, Group Leader, Project Leader, and other supervisor will be responsible for making sure that those in positions to influence employment and personnel decisions are aware of, and comply with, the AAP.
- In order to maintain a work environment which does not permit conduct that abuses the dignity of any individual through ethnic, sexual, racial, or other unlawful forms of harassment, each such incident or potential incident will be investigated thoroughly and dealt with promptly. Disciplinary action will be taken as necessary. The Company's Anti-Harassment Policy and its grievance and complaint procedure are posted on bulletin boards and at the internal web site.
- Various recruiting sources will be used to broaden the consideration of qualified applicants from all segments of the community.
- Reasonable accommodation will be made for qualified known individuals with disabilities or known special disabled veteran partners or applicants to the extent such accommodation does not impose an undue hardship on the Company's business.
- Formal action plans established to comply with applicable AAP regulations will be continued.

The Company Compliance Officer meets periodically with appropriate management personnel to review the progress made and to develop alternatives, should they be required. The AAP in its entirety is reviewed and updated annually, and results are reviewed by the Board of Directors, Chief Executive Officer, Chief Financial Officer, Technical Director, and General Counsel.

If you would like further information on the Company's AAP, please contact the Company Compliance Officer, Donetta D. Hodge at Sonalysts, Inc. at 326-3786, or the Chairman of the Board, Lawrence F. Clark at 326-3784.

If you believe you have been treated unfairly or improperly with regard to equal employment opportunity or affirmative action, or you have reason to believe someone else may have been so treated, please contact either Donetta Hodge (the Compliance Officer), Andrew Toriello (the Chief Executive Officer), or me. My door is always open. You may also wish to contact Lisa Mackie (the General Counsel) or Muriel Hinkle (Chief Executive Officer Emeritus).

Dated as of: January 1, 2007

/s/ Lawrence F. Clark

Lawrence F. Clark
Chairman of the Board