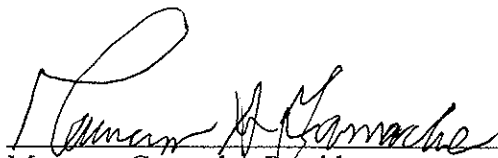


YOUNG ENTREPRENEURS SOCIETY, INC.

NON-DISCRIMINATION POLICY

The organization shall adhere to the requirements set forth in Title VI of the Civil Rights Act of 1964 (Public Law 88-352), and the regulations issued pursuant thereto by HUD; Title VIII of the Civil Rights Act of 1968 (Public Law 90-284), as amended; section 109 of the Housing and Community Development Act of 1974, and the HUD regulations issued pursuant thereto (24 CFR 570.601); Federal Executive Order 11063, as amended by Executive Order 12259 and the HUD regulations issued pursuant thereto (24 CFR 107); The Age Discrimination Act Of 1975 (42 U.S.C. 6101 et seq.); Section 402 of the Veterans of the Vietnam Era Act (for projects of \$10,000 or more); Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794); the Americans with Disabilities Act 42 USC 12101, 28 CFR Part 35, or as amended; 29 USC 3791 et. Seq.; Executive Orders 227, 237, 246; Massachusetts General Laws Chapter 151B Section 1 et seq.; State Executive Order 74, as amended and revised by Executive orders 116, 113 and 227; and Mass. CDBG regulations, procedures or guidelines.

The organization shall not discriminate against any employee or applicant for employment or membership because of race, color, religion, sex, handicap, or national origin. The organization shall take affirmative action to insure that applicants for employment are employed and members accepted into membership, and that employees and members are treated during employment and membership, without regard to their race, color, religion, sex, age, handicap, or national origin. Such action shall include, but not be limited to, the following; employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The organization shall post in conspicuous places, available to employees, members and applicants for employment, notices setting forth the provisions of this non-discrimination clause. The organization shall state that all qualified applicants will receive consideration for employment or membership without regard to race, color, religion, sex, age, handicap or national origin.


Maureen Gamache, President

2/3/04
Dated