EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

As the President of Idea Integration, I reaffirm our full commitment to equal opportunity and affirmative action. For administrative purposes, I appoint Thomas Burke, Senior Vice President - Human Resources, to serve as the organization's liaison between Idea Integration and our parent company, MPS Group, Inc. These responsibilities include, but are not limited to, monitoring personnel activities and recommending actions that will promote the principle of equal employment opportunity.

Our objective is to ensure that all employment and employment-related decisions are in accordance with the principle of equal employment opportunity. Thus, we will:

- Make employment and employment-related decisions including, but not limited to, recruitment, selection, promotion, demotion, lay-offs, returns from lay-off, discharge decisions and

- Administer personnel programs such as compensation, benefits, transfers, company-sponsored training, education, tuition assistance, social and recreational programs without unlawful discrimination because of race, color, religion, national origin, sex, age, disability, veteran status or any other unlawful bias.

- Not discriminate by denying employment opportunities to a person because of marriage to, or association with, an individual of a particular race, religion, national origin or an individual with a disability.

- Maintain a work environment that is free from harassment on any unlawful basis including, but not limited to, sexual harassment.

The ongoing support of this Program by each employee is a vital part of our commitment to equal opportunity and affirmative action and is the responsibility of the entire workforce. All managers are expected to become familiar with the Program provisions and to discuss them with their subordinates. They will be held responsible and accountable for the success of this Program.

Additional company polices relating to equal employment opportunity and affirmation action can be found on the company intranet. Any questions regarding these policies should be directed to any member of management or the Human Resources or Legal departments.

I pledge my support for the objectives of affirmative action and the attainment of a work environment free from unlawful discrimination, in which employment and advancement decisions are made on the basis of individual merit and job-related criteria and which further the principle of equal opportunity.

Steve Ziff 1/1/09
President Date