



Affirmative Action and Equal Employment Opportunity Statement¹

Iowa Student Loan Liquidity Corporation (Iowa Student Loan) and Aspire Resources Inc. (Aspire) will not tolerate discrimination against any employee or applicant for employment because of race, color, religion, sex or national origin, or because the individual has a disability, is a disabled veteran, recently separated veteran, Armed Forces service medal veteran or other protected veteran. Iowa Student Loan and Aspire will take affirmative action(s) to ensure that applicants for employment are evaluated and/or hired, and that employees are treated during employment, without regard to their race, color, religion, sex or national origin, or to their disability or veterans' status. Such actions shall include, but not be limited to the following: employment, promotion, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training. At no time will any employee or applicant for employment be subject to discipline, or have his/her opportunities for employment or promotion adversely affected, due to exercising his/her rights pursuant to Iowa Student Loan's and/or Aspire's Affirmative Action Program. Iowa Student Loan and Aspire will post this Affirmative Action (AA) and Equal Employment Opportunity (EEO) policy statement in common areas available to employees and applicants for employment.

Iowa Student Loan and Aspire will ensure that all solicitations or advertisements listing job opportunities, whether placed by or on behalf of Iowa Student Loan or Aspire, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin, or to disability or veterans' status.

Non-confidential and non-proprietary aspects of the Affirmative Action Program are available for inspection by applicants and employees, consistent with applicable law, in the human resources department during the hours of 8:00 a.m. to 5:00 p.m., Monday through Friday, Central time.

Applicants for employment are encouraged to identify their race and gender and employees are invited to self-identify their status as an individual with a disability, a disabled veteran or covered veteran. These self-identifications are strictly voluntary and confidential, and neither making nor declining to make any of these self-identifications will result in any harassment or retaliation of any sort.

<Steven W. McCullough>

<July 31, 2014>

Steven W. McCullough
Iowa Student Loan – President/CEO
Aspire Resources Inc. - President

Date

EEO-1 Identification Number: N595948

¹ Iowa Student Loan and Aspire Resources Inc. are required to comply with all state and Federal Equal Employment Opportunity laws.