

February 7, 2018

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Sent Via E-Mail Only

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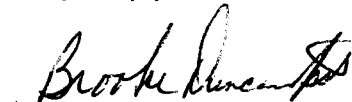
Re: Video Interview Service

Dear Ms. McDonald:

We have reviewed the website www.acrew.co, which is intended to bring together job applicants and employers by offering a platform for the submission of video interviews by applicants in response to job ads posted on the site by employers. In our opinion, the acrew.co site complies with applicable employment laws. While your company will make reasonable efforts to prohibit objectionable or unlawful material in postings, the site's Terms of Use make clear that employers and applicants are responsible for the content of their postings. Further, employers who utilize the website are always ultimately responsible for all recruiting and selection decisions.

The U.S. Equal Employment Opportunity Commission is the federal agency primarily responsible for enforcing federal job discrimination laws and we are unaware of any case in which the EEOC has concluded that a service such as acrew.co has violated any law. Further, for government contractors who are required to recruit and track job applicants as part of their affirmative action obligations, acrew.co can be a useful tool in meeting record-keeping obligations.

Very truly yours,



Brooke Duncan III

BDIII/sct