

EEO POLICY STATEMENT

Effective 2019

POLICY:

Company policy is to provide equal opportunity to all persons without regard to actual or perceived race, color, religion, creed, gender, age, national origin, citizenship, sex, sexual orientation, gender identity or expression, ancestry, genetic information, physical or mental disability, medical condition, pregnancy, marital status, military status, status as disabled or other protected veteran, political affiliation or any other characteristic protected by law, ordinance or regulation. Company policy prohibits harassment of applicants or employees related to these bases. The Company has established a continuing Affirmative Action Program to assure equal employment opportunity in all its policy decisions affecting recruitment, selection, assignment, promotion, training and all other terms and conditions of employment. The Company has an audit and reporting system to measure the effectiveness of our affirmative action plans.

RESPONSIBILITY:

With the support and concurrence of top management, specifically including Jeff Benck, President and CEO, I am the person responsible for implementing our affirmative action efforts to ensure that the principle of equal employment opportunity is understood, followed and a reality in our Company. All employees are responsible to act in accordance with the Company's EEO policy and are encouraged to assist the Company's affirmative efforts in support of its EEO policy. All members of management must be familiar with this policy, must fully support it, and are responsible to apply these principles in good faith.

Employees and applicants will not be subjected to reprisal, harassment, intimidation, threats, coercion or discrimination because they" (1) file a complaint with the Company or government agencies; (2) assist or participate in any investigation, compliance review, hearing or any other activity related to the administration of any law requiring equal opportunity for disabled persons and Protected Veterans; (3) oppose any act or practice made unlawful by any law requiring equal opportunity for disabled persons and Protected Veterans; or (4) exercise any other employment right protected by the Vietnam Era Veterans' Readjustment Assistance Act of 1974 or Section 503 of the Rehabilitation Act of 1973, or their implementing regulations. This statement is being posted to provide applicants and employees with knowledge of the Company's commitment to assure equal employment opportunity, and it may be sent to subcontractors, including vendors and suppliers, as notice of our EEO/AA efforts and as a means of requesting appropriate action on their part. The EEO / Affirmative Action Plan for Disabled Workers and Protected Veterans is located in the office of Human Resources, and upon request, may be reviewed, absent the data metrics, by applicants and employees on weekdays during normal working hours.

Stephen Beaver



Vice President and General Counsel