



### **Equal Employment Opportunity and Affirmative Action Policy Statement**

It is the policy of E.O Johnson Co., Inc. not to discriminate against any employee or any applicant for employment because of age, race, religion, color, handicap, sex, physical condition, developmental disability, sexual orientation or national origin. This policy shall include, but not be limited to, the following: recruitment and employment, promotion, demotion, transfer, compensation, selection for training including apprenticeship, layoff and termination. This company further agrees to take affirmative action to ensure equal employment opportunities.

Tanya Gruetzmacher, HR Director, is responsible for planning and implementing our affirmative action program as well as for its day-to-day monitoring of affirmative action related decisions and activities. All personnel who are responsible for hiring and promoting employees and for the development and implementation of programs or activities are charged to support this program. They shall provide leadership in implementing affirmative action goals and initiatives.

During the life of contract with the State of Wisconsin, the E.O Johnson Co., Inc. shall comply with s. 16.765, Wis. Stats., state regulations and federal laws relating to equal employment opportunities and affirmative action. The company shall continue to work cooperatively with government and community organizations to take affirmative action to ensure equal employment and advancement opportunities.

Employees or applicants interested in reviewing a copy of the company's Wisconsin Affirmative Action Plan should contact Tanya Gruetzmacher during regular business hours.

Mary Jo Johnson, CEO

A handwritten signature in black ink that reads "Mary Jo Johnson" is written over a solid horizontal line.

08/15/2016