



Equal Employment Opportunity and Affirmative Action Policy Statement

EO Johnson Business Technologies is committed to providing equal employment opportunity to all applicants and employees regardless of their race, creed, color, religion, gender, age, national origin, disability, military service, protected veteran status, genetic information, sexual orientation, gender identity or any other characteristic protected by federal, state or local law. We are strongly committed to this policy and believe in the concept and spirit of the law. 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, Vice President-HR, 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, appearing to read "Mary Jo Johnson", is written over a horizontal line.

01/14/2019