



THE HOOSIER COMPANY, INC.

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT

It is the policy of The Hoosier Company, Inc. to afford equal employment opportunities to all individuals regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or veterans' status. The Corporation is committed to this policy by our status as a Federal Government Contractor. We are far more strongly bound to the policy by the fact that adherence to the principles involved is the only acceptable American way of life. Therefore, it is the policy of this corporation to assure that applicants are employed, and that employees are treated during employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or veteran's status. Such action shall include: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training.

The successful achievement of a nondiscriminatory employment program requires a maximum of cooperation between management and employees. In fulfilling its' part in this cooperative effort, management is obliged to lead the way by establishing and implementing affirmative procedures and practices which will ensure our objective, namely equitable employment opportunity for all. Minority and female employees are encouraged to participate in all company activities and refer applicants.

James E Nordhoff has been designated to direct the establishment of and to monitor the implementation of personnel procedures to guide our affirmative action program. This official is responsible for designing and implementing audit and reporting systems that will keep management informed on a regular basis of the status of equal employment opportunity and affirmative action. He can be reached at 317-872-8125.

Supervisors have been notified their work performance is being evaluated on the basis of their equal employment opportunity efforts and results, as well as other criteria. It shall be a responsibility of the supervisors to take actions to prevent harassment of employees placed through affirmative action efforts.

We are submitting the above plan to comply with the Civil Rights Act of 1964, as amended, the Federal Highway Act of 1968, the Executive Order #11246 and #11375, the Rehabilitation Act of 1973, as amended, the Disabled Veterans and Vietnam Era Veterans Readjustment Act of 1974, as amended, the Indiana Civil Rights Act and other Federal and State Laws and regulations pertaining to equality of opportunities and Affirmative Action policies. These policies include Affirmative Action for Veterans and Individuals with Disabilities. As a participant in federally-assisted contracts, we conform to Title VI of the Civil Rights Act of 1964 and all related statutes, regulations, and directives of the Act.

Cheryl P. Melancon, President

James E Nordhoff, E.E.O. Officer

January 2020

AN EQUAL OPPORTUNITY EMPLOYER

5421 West 86th Street P.O. Box 681064 Indianapolis, IN 46268 (317) 872.8125 FAX (317) 872.7183