



**Ellison Surface Technologies
Equal Employment Opportunity Policy Statement**


Ellison Surface Technologies (“the Company”) provides equal employment opportunities to all employees and applicants for employment in all phases of employment and prohibits discrimination and harassment of any type on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, ancestry, disability, veteran status, military status, genetic information, age or any other class protected by local, state, or federal law.

This policy applies to all job classifications and all terms and conditions of employment. All employment decisions will be consistent with the principles of equal employment opportunity and affirmative action, and only valid qualifications will be required. All personnel actions such as compensation, benefits, transfers, layoffs, return from layoffs, company-sponsored training, education, and social and recreation programs will be administered without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, ancestry, disability, veteran status, military status, genetic information, age, or any other status protected by applicable law.

We are committed to this policy, and in order to ensure dissemination and implementation, I am designating Greg Dolby (VP of Administration) as the designated Affirmative Action Officer, with responsibility for implementing Ellison Surface Technologies’ Affirmative Action Plan and ensuring that it is carried out by managerial, administrative, and supervisory personnel.

This policy, moreover, is made available to employees, applicants, and recruitment sources. The Company will utilize recruitment sources that have a policy of referring applicants on a nondiscriminatory basis, such as state bureaus of employment services.

Ellison Surface Technologies will maintain a broad recruitment base to assure a representative cross-section of applicants. The Company will actively seek to integrate positions that have few female and/or minority persons. The Company will continue to review the qualifications for each job to ensure that standards (such as those related to education and experience) do not eliminate unemployed persons who could, if hired, perform the duties of the job adequately.

 C. Michael Ellison, Pres.

C. Michael Ellison

President, Ellison Surface Technologies, Inc.