



## **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

Turner Industries Group, LLC and each of its subsidiaries, affiliates and related companies and each of their respective shareholders, members, partners, affiliates, insurers, contractors, and related companies and each of their respective officers, directors, employees, invitees agents and assigns (collectively and individually, the “Company”) policy is to comply with all applicable federal, state, and local equal employment opportunity laws. This Company does not discriminate against an applicant for employment or its employees on the basis of race, color, religion, sex, national origin, age, disability, genetic information, veteran status, union affiliation, or any other basis prohibited by federal, state or local law, or ordinance.

This policy applies to all employment practices and personnel actions. Any employee, supervisor or manager who is found to be in violation of this policy will be subject to disciplinary action up to and including termination.

If you feel that you have been subjected to discrimination by employees, supervisors, officers or agents of this Company, report the incident or complaint directly to your manager or supervisor, or call **1-800-626-1735**. Calls may be made anonymously to this number.