



Midlantic Machinery Equal Employment Opportunity and Affirmative Action Policies

Midlantic Machinery, through its responsible managers, recruits, hires, upgrades, trains and promotes in all job titles without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, age, persons with a disability, or status as a protected veteran or disabled veteran as defined under VEVRAA.

Managers shall ensure that all personnel actions such as compensation, benefits, layoff, recall, company sponsored training, educational tuition assistance, and social and recreational programs, shall be administered without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, age, disability or veteran status.

Midlantic Machinery is a subsidiary of Komatsu America who is a government contractor and is subject to Executive Order #11246, Section 503 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 as amended, 38 U.S.C. 4212 (VEVRAA) which requires government contractors to take affirmative action to employ and advance in employment qualified minorities, females, persons with disabilities, protected veterans and disabled veterans. Recently separated veterans, disabled veterans, active duty wartime or campaign badge veterans, and Armed Forces service medal veterans are protected veterans under VEVRAA.

Managers shall base employment decisions on the principles of equal employment opportunity and with the intent to further Midlantic Machinery's commitment to affirmative action and equal employment and are based only on valid job requirements. At no time will any covered employee or covered applicant for employment, who exercised his/her rights pursuant to Midlantic Machinery's Affirmative Action Policy, be subject to discipline, or have his/her opportunities for employment adversely affected.

Managers shall take affirmative action to ensure that qualified minority group individuals, females, protected veterans, disabled veterans, and persons with a disability are introduced into the workforce, are encouraged to aspire for promotion and are considered as promotional opportunities arise.

Midlantic Machinery shall conduct an annual audit and review the processes used for identification and selection of individuals to fill open positions to ensure that the process of selection as it regards minorities, females, disabled individuals, disabled veterans and protected veterans is consistent with the law.

Midlantic Machinery invites any employee or any applicant for employment to review Midlantic Machinery's written Affirmative Action Plan and to identify themselves either to their supervisor or to K. Cmorey, Human Resource Administrator. These plans are available for inspection upon request between 9:00 am and 1:00 pm at the Human Resource Office. Any questions should be directed to your supervisor or K. Cmorey.

Employees and applicants will not be subject to harassment, intimidation, threats, coercion or discrimination because they have engaged or may engage in filing a complaint; assisting in a review, investigation, or hearing related to any federal, state or local law requiring EEO for individuals with disabilities or protected veterans; opposing any act deemed unlawful by any of the above referenced laws or exercising any other right under Section 503 or VEVRAA.

Employees and applicants are encouraged to identify themselves as either a person with a disability, protected veteran, or disabled veteran. This self-identification is strictly voluntary, confidential and will not result in retaliation of any sort.

A handwritten signature in black ink, appearing to read "Ben Norris".

Ben Norris
President & CEO