

POLICY STATEMENT
41 C.F.R. §§ 60-250.44(a); 60-741.44(a)

It is the policy at Rocon Manufacturing Corp. to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, Rocon Manufacturing Corp. is dedicated to taking affirmative action to employ and advance in employment, qualified disabled persons, disabled veterans, veterans of the Vietnam era, recently separated veterans, and other protected veterans, in compliance with Section 503 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam era Veterans Readjustment Assistance Act of 1974. Rocon Manufacturing Corp. is committed to take voluntary, positive action in providing affirmative action and equal employment opportunity to disabled persons, disabled veterans, veterans of the Vietnam era, recently separated veterans, and other protected veterans. All personnel actions, including compensation, benefits, recruitment, hiring, training, and promoting persons in all job titles, will be administered without regard to disability, Vietnam era veteran, recently separated veterans, or other protected veteran status, and all employment decisions are based solely on valid job requirements. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, interference or discrimination for:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance review, hearing, or any other activity under Section 503 of the Rehabilitation Act of 1973, Section 402 of the Vietnam era Veterans Readjustment Assistance Act of 1974 or any other law requiring equal opportunity for disabled persons, veterans of the Vietnam era, recently separated veterans, and other protected veterans;
- (3) Opposing any practice made unlawful by the Act or any other law requiring equal opportunity for disabled persons, veterans of the Vietnam era, recently separated veterans, and other protected veterans; or
- (4) Exercising any other right protected by these Acts or the implementing regulations.

This EEO policy has the full support of Keith Denton, CIO/ISO Coordinator, who has assigned responsibility for its implementation to Alonna Grella, Office Manager. Rocon Manufacturing Corp. has designed and implemented an audit and reporting system to monitor and maintain its compliance with the Acts.

Our goal is the utilization of qualified disabled persons and covered veterans in as many levels of position classifications as practicable. As provided in United States Code 38 USC 4212 and Code of Federal Regulations 60-250.5, the required policies, practices, and procedures are integrated into this Affirmative Action Program.

A copy of our Equal Employment Opportunity statement is posted which reaffirms our commitment to qualified disabled individuals and covered veterans. This program is available for review upon request by any applicant or employee by contacting the EEO Coordinator during regular business hours. Notice of this availability for review is posted for applicants and employees.