



## **Equal Opportunity Policy**

Fabcon is committed to providing equal employment opportunity to all applicants and employees according to all applicable equal opportunity and affirmative action laws, directives and regulations of federal, state and local governing bodies and agencies. In keeping with this commitment, it is the policy of Fabcon to base all employment decisions only on valid job requirements without regard to race, color, creed, religion, sex, sexual orientation, gender identity, national origin, marital status, familial status, disability, age, status as a protected veteran, genetics or genetic information, genetic screening or testing, public assistance status, membership or activity in a local human rights commission or any other factor prohibited by law.

Fabcon is a government contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA), and Section 503 of the Rehabilitation Act of 1973, as amended (Section 503). Fabcon is committed to equal employment opportunity, and it is Fabcon's policy to take affirmative action to employ and advance in employment minorities, females, protected veterans and individuals with disabilities. Fabcon will also provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business.

Fabcon ensures that all employment decisions are based only on valid job requirements. In addition, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of section 503, VEVRAA, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act of practice made unlawful by section 503, VEVRAA, or their implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by section 503, VEVRAA or their implementing regulations in this part.

Our affirmative action program contains an audit and reporting system which enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether protected veterans and individuals with disabilities had had the opportunity to participate in company-sponsored activities, measure our compliance with the program's specific obligations, and document actions taken to comply with these obligations.

The Director, Human Resources has been designated as Fabcon's Equal Employment Opportunity (EEO) Coordinator. He is responsible for our audit and reporting system and reporting to executive management on the effectiveness of Fabcon's affirmative action program and any needs for remedial action.

Fabcon's employees and applicants may review the non-confidential portions of the affirmative action plans during regular business hours by contacting the EEO Coordinator by telephone at (952) 882-7223 or in person at 12520 Quentin Avenue South, Suite 200, Savage, MN 55378.

Any applicant or employee who feels he/she has been treated in any way that violates this Policy should contact Human Resources or the EEO Coordinator at 952.882.7223 and 12520 Quentin Ave. S., Suite 200, Savage, MN 55378.