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Restruction Corporation's Policy on Equal Employment Opportunity

TO: All Employees and Applicants

FROM: Tim Gumina, President

DATE: 07-11-2014

It is the ongoing policy and practice of Restruction Corporation to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of race, color, national origin, sex, religion, age, genetic information, disability, protected veteran status, or any other status protected by applicable law.

The policy of equal employment opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement. Restruction Corporation is committed to making employment decisions based on valid requirements, without regard to race, color, national origin, sex, religion, age, genetic information, disability, veteran status, or any other status protected by applicable law. Restruction Corporation will analyze its personnel actions rigorously to ensure compliance with this policy.

Restruction Corporation's EEO coordinator is Tim Gumina, President, at the Restruction Corporation's facility located at 3870 Platte Avenue, Sedalia, CO 80135, (303) 688-8244. He is responsible for compliance with state and federal EEO laws and affirmative action regulations. He is also responsible for implementing Restruction Corporation's Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the EEO Officer. Our AAP for Veterans and the Disabled is available to you in his office during regular office hours or by appointment. All employees and applicants for employment are protected, by both company policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of equal employment opportunity. I ask your continued assistance and support in maintaining an environment that reflects Restruction Corporation's commitment to equal and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

A handwritten signature in black ink, appearing to be 'Tim Gumina', is written over the bottom of the text block.