

**EQUAL EMPLOYMENT OPPORTUNITY POLICY**  
**41 C.F.R. Section 60-300.44(a); 60-741.44(a)**

It is the policy at Thompson Machinery to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, Thompson Machinery is dedicated to taking affirmative action to employ and advance in employment, protected veterans, and individuals with disabilities. All personnel actions, including compensation, benefits, recruitment, hiring, training, and promotion of persons in all job titles, will be administered without regard to protected veteran or disability 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 related to the administration of VEVRAA, Section 503 or any other Federal, State, or local law requiring equal opportunity for protected veterans or individuals with disabilities;
3. Opposing any act or practice made unlawful by VEVRAA, Section 503 or their implementing regulations in this part or any other Federal, State, or local law requiring equal opportunity for protected veterans or individuals with disabilities; or
4. Exercising any other right protected by VEVRAA, Section 503 or their implementing regulations.

This EEO policy has the full support of Dewitt Thompson V, President of Thompson Machinery, who has assigned responsibility for its development and implementation to Tom Kilbane, Human Resources Director, and Tracy Kressley, HR Generalist as EEO Coordinator. The organization has designed and implemented an audit and reporting system to monitor and maintain its compliance with the Acts.

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