This poster displays required notifications for individuals applying for employment at this establishment. This company is an equal opportunity employer and prohibits discrimination in hiring. We strive to provide by all applicable hiring, discharging and recruiting laws. If you have any questions about our company policies or your rights as an applicant, please refer to our Human Resource Department.

Equal Opportunity is THE LAW

The U.S. Equal Employment Opportunity Commission (EEOC) enforces federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

What is Protected?
- Employees (current and former), including applicants for employment
- Union members and applicants for membership in a labor union
- Theft or theft or discrimination against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

What Practices Can Be Challenged as Discriminatory?
- All employment practices, including:
  - Discharge, firing, or lay-off
  - Harassment (including unlawful verbal or physical conduct)
  - Hiring or promotion
  - Assignment
  - Termination wages or compensation
  - Failure to provide reasonable accommodation for a disability or a sincerely held religious belief or practice
  - Benefits
  - Requesting or obtaining medical or genetic information of employees
  - Requesting or obtaining medical information of employees
  - Conduct that might reasonably cause a reasonable person to believe that discrimination is occurring

Who Can Do If You Believe Discrimination Has Occurred?
Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/ work). You can file a charge with the EEOC by:

Submit an inquiry through the EEOC’s public portal:
https://www.eeoc.gov/reeport/

Call 1-800-669-4000 (toll free)
1-800-669-4823 (TTY)
1-800-233-8661 (English Language Services)
1-800-233-5131 (Spanish Language Service) and 1-800-639-8888 for the deaf or hard of hearing

Visit the EEOC website at www.eeoc.gov/reeport/

E-Mail info@eeoc.gov

Additional information about the EEOC, including information on filing a charge of discrimination, is available at www.eeoc.gov.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

The Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) enforces the non-discrimination and affirmative action obligations of federal contractors. Contractors must not discriminate in employment on the basis of race, color, national origin, sex, age, religion, or disability. Federal contractors must also take affirmative action to ensure equal employment opportunity for all applicants and employees.

Protected Veteran Status
The Veterans’ Employment and Training Assistance Act of 1973, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty military veterans, or veterans who served during a war or armed conflict.

Disability
Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by federal contractors. Disabilty discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability when an employer or employer representative knows or has reason to know of the need for an accommodation.

Covered Disabilities
If you believe you have been the victim of employment discrimination, contact the EEOC at 1-866-487-9243 or www.personnelconcepts.com.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Race, Color, National Origin, Sex

In addition to the protections of Title VI of the Civil Rights Act of 1964, as amended, Title VII of the Civil Rights Act of 1964, as amended, Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VII if the primary objective of the financial assistance is promotion of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title VI of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

Individuals with Disabilities
Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against individuals who believe they have been discriminated against, and request reasonable accommodation, is available at www.eeoc.gov.

The American POLICY is OUR POLICY ANTI-DISCRIMINATION NOTICE

It is ILLEGAL TO DISCRIMINATE against work-authorized individuals. Employees CANNOT violate which document(s) an employer may present to establish employer authorization and identity. The refusal to hire or continue to employ an individual because the documentation presented has a future expiration date may also constitute illegal discrimination. If you believe discrimination has occurred, call the Immigration and Employment Rights Section at 1-800-255-7488.

Equal Rights Under USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

Under Your Rights

Your Rights Under USERRA

Your Rights Under USERRA

Under the USERRA, you have the right to be reemployed in your civilian job if you leave that job to perform military service or, in some cases, a comparable job.

If you leave your job to perform military service, you have the right to be reemployed in your civilian job if you leave that job to perform military service or, in some cases, a comparable job.

To reorder, call 800-333-3795 or www.personnelconcepts.com.