



V I R A C O N[®]

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EQUAL EMPLOYMENT OPPORTUNITY/ AFFIRMATIVE ACTION POLICY STATEMENT

It is the policy of Viracon. to provide equal employment opportunity to all individuals regardless of their race, creed, color, religion, sex, age, national origin, disabilities, veteran status, marital status, sexual orientation, gender identity, military status, or any other characteristic protected by state or federal law. We are strongly committed to this policy and believe in the concept and spirit of the law.

Viracon is committed to assuring that:

All recruiting, hiring, training, promotion, compensation, and other employment-related programs are provided to all qualified persons who meet valid job requirements on an equal opportunity basis without regard to race, creed, color, religion, sex, age, national origin, disabilities, veteran status, marital status, sexual orientation, military status, or any other characteristic protected by law.

Employment decisions are based on the principles of equal opportunity and affirmative action.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have exercised any right protected by law.

Viracon believes in and practices equal opportunity and affirmative action. The company monitors the effectiveness of the AA program by use of an audit reporting system. James Wendorff, Vice President of Human Resources, serves as the Equal Opportunity Coordinator for Viracon, and has overall responsibility for assuring compliance with this policy. All employees are responsible for supporting the concept of equal opportunity and affirmative action and assisting Viracon in meeting its objectives.

Viracon maintains Affirmative Action Plans for minorities, females, disabled individuals and veterans. Any questions regarding these Plans should be directed to James Wendorff, Vice President of Human Resources. If you wish to view the Plan for disabled workers and veterans, contact James Wendorff during normal working hours.

Kelly Schuller
President

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