

Equal Employment Opportunity

Nash Plumbing and Mechanical, LLC has maintained and will continue to maintain a policy of nondiscrimination in employment and opportunity because of race, color, religion, creed, national origin, ancestry, disability, sex or age. The President has issued the following policy stating the Company's views in this matter:

It is the policy of Nash Plumbing and Mechanical, LLC to:

- Strictly follow personnel procedures that will ensure equal opportunity for all people without regard to race, color, religion, creed, national origin, sex, age, ancestry, marital status, disability, veteran or draft status;
- Comply with all the relevant and applicable provisions of the Americans with Disabilities Act ("ADA"). Nash Plumbing and Mechanical, LLC will not discriminate against any qualified employee or job applicant with respect to any terms, privileges, or conditions of employment because of a person's physical or mental disability;
- Make reasonable accommodations wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job and provided that any accommodations made do not require significant difficulty or expense;
- Achieve understanding and acceptance of Nash Plumbing and Mechanical, LLC's policy on Equal Employment Opportunity by all employees and by the communities in which the company operates;
- Thoroughly investigate instances of alleged discrimination and take corrective action if warranted;
- Be continually alert to identify and correct any practices by individuals that are at variance with the intent of the Equal Employment Opportunity Policy.

Nash Plumbing and Mechanical, LLC will not seek to retaliate against anyone filing a harassment claim against the company.

At this time, Nash Plumbing and Mechanical, LLC would like to reaffirm this policy and call upon all personnel to effectively pursue the policy as stated.

Please check the employee information bulletin board for all related equal opportunity and job announcements.

If you feel that you have been discriminated against or harassed, report that directly to the Office Manager at 800-763-6274.

Harassment or discrimination of any kind will not be tolerated.

By signing this form, I have read and fully understand the Harassment Policy of Nash Plumbing and Mechanical, LLC

Employee Name Printed

Employee Name Signed

Date