

## **SUMMERS-TAYLOR, INC. EEO/AA POLICY STATEMENT**

It is the policy of Summers-Taylor, Inc. not to discriminate against any applicant for employment, or present employee, because of race, color, religion, national origin, age, sex, disability or veteran status.

Summers-Taylor, Inc. will take affirmative action to ensure that the EEO/AA Policy is implemented with particular regard to: advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, termination, transfer, upgrade, working conditions and selection for training to include apprenticeship, pre-apprenticeship and on-the-job training.

Summers-Taylor, Inc. will continue to make it understood to the employment sources/agencies with which it deals, and in employment opportunity announcements/ads, the above mentioned EEO/AA Policy and that all of the company's employment decisions are based on individual merit only.

All current employees of Summers-Taylor, Inc. are requested to encourage qualified disabled persons, minorities, females, special disabled veterans, and Vietnam Era veterans to apply for employment or on-the-job training. It is the policy of Summers-Taylor, Inc. to satisfy reasonable special accommodations for qualified disabled individuals.

It is the policy of Summers-Taylor, Inc. that all company activities, facilities and job sites are non-segregated. Separate or single-user toilet and changing facilities are provided for privacy between genders. Disabled parking spaces may be assigned to accommodate accessibility needs.

It is the policy of Summers-Taylor, Inc. to ensure and maintain a working environment free of coercion, harassment and intimidation at all job sites, and in all facilities at which employees are assigned to work. Any violation of the policy should be immediately reported to your supervisor or the Company EEO Officer identified below:

EEO Officer Name: Kendra Jackson

Address/Office location: 600 Sevier, Street Johnson City, TN 37604

Telephone #: (423) 543-3181