Tech-Max Machine Equal Opportunity Employment Policy

Tech-Max Machine, Inc. is an equal employment opportunity employer.

Managers will ensure that all personnel actions such as compensation, benefits, layoffs, returns from layoffs, Tech-Max-sponsored training, educational tuition assistance, and social and recreational programs will be administered without regard to race, color, religion, national origin, sex, age, marital status, sexual orientation, handicap, or the fact that an individual is a disabled veteran or a veteran of the Vietnam Era, except where age and sex are essential bona fide occupational requirements, or where handicap is a bona fide occupational disqualification.

Managers will base employment decisions on the principles of equal employment opportunity and with the intent to further the company's commitment.

Managers will take affirmative action to ensure that minority group individuals, women, veterans of the Vietnam Era, and qualified handicapped persons and disabled veterans are not underutilized but are given equal opportunity in the work force and that these employees are encouraged to aspire to promotion and are considered as promotional opportunities arise in accordance with their qualifications and abilities.

Violators of this policy may be subject to disciplinary procedures, up to and including termination of employment.

Employees will not be subjected to retaliation or disciplinary action for complaining about or reporting incidents of discrimination. Tech-Max will investigate and attempt to resolve any complaints of discrimination.

This policy statement is designed to strengthen and reaffirm our commitment to employ and utilize people in all job titles in accordance with their abilities. The company's position is unmistakably clear with respect to Equal Employment Opportunity for minorities, women, veterans of the Vietnam Era, and qualified handicapped persons and disabled veterans.