

**TARLTON CORPORATION
EQUAL EMPLOYMENT OPPORTUNITY**

It is the Company's policy to provide equal employment opportunity for all current and prospective employees, to ensure that employment, training, compensation, transfer, promotion, and other terms, conditions and privileges of employment are provided without regard to race, color, religion, national origin, sex, marital status, age, disability, genetic information or handicap as defined by the ADA and the Supreme Court.

Equal Employment Opportunity means that all personnel decisions are to be made based on factors other than those factors prohibited by federal and/or state anti-discrimination laws, rules and regulations. The Company seeks to ensure that each otherwise qualified individual is able to participate equally in all employment opportunities at Tarlton.

Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or to Human Resources. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

This policy has been established pursuant to the Civil Rights Act of 1964, Executive Order 11246, Vietnam Era Veterans Readjustment and Assistance Act of 1974, Rehabilitation Act of 1973, and applicable federal and state laws and amendments and to reaffirm our continued commitment to a program of equal employment opportunity and merit employment policies.

EMPLOYEE KEEPS

