



**KRAUS-ANDERSON®**

## Affirmative Action/Equal Employment Opportunity Policy Statement

This statement affirms Kraus-Anderson's policy of providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Opportunity / Affirmative Action laws, directives and regulations of federal, state, and local governing bodies or agencies.

Kraus-Anderson will not discriminate against any employee or applicant for employment because of race, color, creed, religion, sex, sexual orientation, gender identity, or national origin, disability, age, familial status, marital status, status with regard to public assistance, protected veteran status, active duty wartime or campaign badge veteran, or any other protected characteristic.

Kraus-Anderson prohibits the harassment of any employee or job applicant because of race, color, creed, religion, ancestry, national origin, sex, sexual orientation, disability, age, familial status, marital status, status with regard to public assistance, protected veteran status, active duty wartime or campaign badge veteran, or any other protected characteristic.

Kraus-Anderson also prohibits retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination or harassment or has otherwise sought to obtain his/her legal rights under any local, state, or federal EEO law.

Kraus-Anderson will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Employment Opportunity and Affirmative Action. Employees or subcontractors not complying with applicable equal employment opportunity / affirmative action laws may be subject to appropriate action by the Company, including but not limited to disciplinary action, termination of employment, and termination of a contract.

Kraus-Anderson has appointed an EEO/AA Director to manage the Equal Employment Opportunity Program: Leslie Greves. If you feel you have been a victim of discrimination or wish to review Kraus-Anderson's Affirmative Action Plan, please contact EEO/AA Director (612- 332-7281).

Bruce W. Engelsma, CEO & President

Date