



EEO POLICY STATEMENT

COUGHLIN COMPANY HAS BEEN, AND WILL CONTINUE TO BE, AN EQUAL OPPORTUNITY EMPLOYER. NO EMPLOYEE OR APPLICANT FOR EMPLOYMENT WILL BE DISCRIMINATED AGAINST BECAUSE OF RACE, COLOR, RELIGION, NATIONAL ORIGIN, GENDER, AGE, DISABILITY OR VETERAN'S STATUS. WE WILL TAKE AFFIRMATIVE ACTION TO MAKE SURE APPLICANTS AND EMPLOYEES ARE TREATED WITHOUT REGARD TO THESE CHARACTERISTICS, TO CARRY OUT OUR POLICY, **COUGHLIN COMPANY** WILL MAKE SURE OF THAT.

PERSONS ARE RECRUITED, HIRED, TRAINED, AND PROMOTED FOR ALL JOBS WITHOUT REGARD TO RACE, COLOR, DISABILITY OR VETERAN'S STATUS. PLACEMENT DECISIONS ARE BASED SOLELY ON INDIVIDUAL'S QUALIFICATIONS IN THE POSITION BEING FILLED.

OTHER PERSONNEL ACTIONS, SUCH AS COMPENSATION, BENEFITS, TRANSFERS, LAYOFFS, RETURNS FROM LAYOFFS, COMPANY-SPONSORED TRAINING, EDUCATION, TUITION ASSISTANCE, AND SOCIAL AND RECREATION PROGRAMS, ARE ADMINISTERED WITHOUT REGARD TO RACE, COLOR, RELIGION, NATIONAL ORIGIN, GENDER, AGE, DISABILITY OR VETERAN'S STATUS.

RECRUITMENT FOR JOB OPENINGS WILL BE COORDINATED WITH LOCAL JOB SERVICE OFFICES IN ORDER TO FULFILL THE REQUIREMENTS OF EXECUTIVE ORDER 11246.

REASONABLE ACCOMMODATIONS WILL BE MADE FOR ALL PHYSICAL AND MENTAL LIMITATIONS OF OTHER WISE QUALIFIED EMPLOYEES AND APPLICANTS WITH DISABILITIES.

OUR EEO COORDINATOR IS DARREN COUGHLIN (435)634-1266. HE IS RESPONSIBLE FOR MONITORING THE FACILITY'S AFFIRMATIVE ACTION PROGRAM AND SUBMITTING REPORTS. HE IS ALSO THE PERSON TO CONTACT FOR COMPLAINTS OR INTERNAL GRIEVANCES CONCERNING THE ACTIONS OF **COUGHLIN COMPANY**.