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Equal Employment Opportunity/Affirmative Action Policy Statement

It is the policy of Midland Engineering Company to afford equal opportunity for employment to all individuals regardless of race, color, religion, sex, or national origin, **age, disability or any other legally protected category**. The corporation is basically committed to this policy by our status as a Federal Government contractor. We are far more strongly bound to the policy by the fact that adherence to the principles involved is the only acceptable American way of life. Therefore, this corporation will take affirmative action to ensure that we will (1) recruit, hire and promote all job classifications without regard to race, color, religion, sex, or national origin, **age or disability or any other legally protected category**, (2) base decisions on employment so as to further the principle of equal employment opportunity, (3) ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities, (4) ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, company-sponsored training, education, tuition assistance, **and** social and recreational programs, will be administered without regard to race, color, religion, sex, national origin, age and disability **or any other legally protected category**. Additionally, Midland Engineering Company intends full compliance with Handicapped and Veteran Affirmative action requirements.

An employee or applicant who has a physical or mental impairment that substantially limits one or more of his/her major life activities will be provided the same opportunities as other individuals, as long as the employee is otherwise qualified for the job. The Company will make all reasonable efforts to accommodate otherwise qualified disabled persons to enable them to perform the duties of positions that they hold or for which they apply.

The successful achievement of a nondiscriminatory employment program requires a maximum of cooperation between management and employees. In fulfilling its part in this cooperative effort, management is obliged to lead the way by establishing and implementing affirmative procedures and practices which will ensure our objective, namely equitable employment for all. Minority and female employees are encouraged to participate in all company activities and refer applicants.

ROOFING / SHEET METAL / MASONRY RESTORATION / WATERPROOFING

MEMBERS: SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION
NATIONAL ROOFING CONTRACTORS ASSOCIATION • MIDWEST ROOFING CONTRACTORS ASSOCIATION

I have designated Barton Norville to direct the establishment of and to monitor the implementation of personnel procedures to guide our affirmative action program. This official is charged with designing and implementing audit and reporting systems that will keep management informed on a regular basis of the status of equal employment opportunity and affirmative action.

Supervision has been made to understand that their work performance is being evaluated on the basis of their equal employment opportunity efforts and results, as well as other criteria. It shall be a responsibility of the supervision to take actions to prevent harassment of employees placed through affirmative action efforts.

We submit the above plan to comply with the Civil Rights Act of 1964, as amended, the Federal Highway Act of 1968, the Executive Order #11246 and #11375, the rehabilitation Act of 1973, as amended, the Disabled Veterans and Vietnam Era Veterans Readjustment Act of 1974, as amended, *the Americans with Disabilities Act of 1990, as amended, the Age Discrimination in Employment Act of 1967, as amended*, the Indiana Civil Rights Act and other Federal and State Laws and regulations pertaining to equality of Opportunities and Affirmative Action policies.

Michael W. Frahn, CPA
President/CEO/CFO