



Notice of Affirmative Action Plan for Individuals with Disabilities and Covered Veterans

It is the policy of this Company to seek and employ qualified personnel at all locations and facilities and to provide equal employment opportunities for all applicants and employees in recruiting, hiring, placement, training, compensation, insurance, benefits, promotion, transfer and termination. To achieve this, we are dedicated to taking affirmative action to employ and advance the employment of qualified individuals with disabilities and covered veterans.

In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, interference, or discrimination for:

- Filing a complaint;
- Assisting or participating in an investigation, compliance review, hearing, or any other activity under Section 503 of the Rehabilitation Act of 1973, Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, or any other law requiring equal opportunity for disabled persons and covered veterans;
- Opposing any practice made unlawful by the Act or any other law requiring equal opportunity for disabled persons and covered veterans; or
- Exercising any other right protected by these Acts or the implementing regulations.

This EEO policy has the full support of John Hantla, President and CEO, who has assigned responsibility for its implementation to Lori Heger, EEO Coordinator. Goodwill has designed and implemented an audit and reporting system to monitor and maintain its compliance with the Acts.

The objective in adopting the Affirmative Action Program is to place qualified individuals with disabilities and Vietnam Era veterans in all job classifications. This Affirmative Action Program is available for inspection by any applicant or employee by contacting the Company's EEO Coordinator, in the Human Resources office, Monday through Friday, 8 a.m. to 4:30 p.m.

"Equal employment opportunity is not only the law, but is a principle of Goodwill. The cooperation of Goodwill staff is expected to achieve this goal and I personally stand behind this principle."

John Hantla, President & CEO

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