

**SECTION III**  
**EQUAL EMPLOYMENT OPPORTUNITY POLICY**  
**41 C.F.R. 60-1.4; 60-2.13(a)**

The employment policy of Goodwill Industries is to provide equal opportunity to all persons. Our company, therefore, has made a commitment to equal employment opportunity through a positive and continuing Affirmative Action Program. No employee or applicant for employment will be harassed or discriminated against because of race, color, religion, sex, national origin, age, genetic information or otherwise qualified disabled or veteran status.

To implement these policies, Goodwill will continue to:

- A. Recruit, hire, train, and promote persons in all job classifications without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran's status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. Goodwill Industries does not discriminate on the basis of nation origin or citizenship status, as provided under the Immigration Reform and Control Act of 1986;
- B. Base decisions on employment so as to further the principle of equal employment opportunity;
- C. Ensure that promotion decisions are in accord with the principles of equal employment opportunity by imposing only valid requirements for promotional opportunities;
- D. Ensure that all personnel actions (including, but not limited to, compensation, benefits, transfers, layoffs, return from layoffs, company-sponsored training, education, tuition assistance, social and recreational programs) are administered without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran's status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws
- E. Lori Heger has been designated EEO Coordinator and is responsible for compliance with applicable state and federal equal employment opportunity laws and for implementing the Affirmative Action Program, including equal employment practices, monitoring and internal reporting. Employees believing they have not been treated in accord with this policy are encouraged to contact Ms. Heger.

The continued success of our Affirmative Action Program requires maximum cooperation from every employee throughout our organization. Equal employment opportunity is not only the law, but it is a principle of Goodwill Industries. Your cooperation is expected to achieve this goal and I personally stand behind this principle.



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John Hantla, President & CEO

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January 1, 2019  
Date