

An Equal Opportunity Employer

It is the policy of this Company to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, national origin, age or disability. Such action shall include: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training.

Dustrol will continue to make it understood by the employment entities with whom it deals, and in employment opportunity announcements that the foregoing is a company policy, and that all applicants and employees will continue to be compensated, trained, advanced, demoted, terminated, hired and transferred solely on the basis of the individual's merit.

All present employees are requested to encourage minorities, women, veterans of the Vietnam Era, and qualified disabled persons to make application for employment with the company or to apply for training in an approved On-The-Job Training or Apprenticeship Program. It is also the policy of the company to satisfy special accommodations for qualified disabled individuals.

It is the policy of the company that all job sites and facilities, including company activities, are non-segregated, except that separate or single user toilet and necessary changing facilities shall be provided to assure privacy between the sexes.

It is the policy of the company to ensure and maintain a working environment free of harassment, intimidation, and coercion at all job sites, and in all facilities at which employees are assigned to work. The policy will be rigidly adhered to at all times. Any violation of the policy should be reported immediately to your supervisor or to the company's area EEO Officer.

Individuals desiring to file a discrimination complaint should contact their area or corporate compliance officer in writing or in person. Allegations of discrimination shall be promptly investigated and corrective or disciplinary action taken as warranted.

The complaint file, including the name of the complainant - as well as the name(s) of all persons providing statements, and all information and documents pertinent to a complaint will be kept confidential. All individuals are assured that they will not be subjected to any form of reprisal or retaliation for filing a complaint or cooperating in an investigation.

If you feel you are being discriminated against, that your rights as an employee are being violated, you should immediately contact the Safety Director located in the Towanda office or your Area Safety Coordinator. Every effort will be made to correct any problem that may arise.

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