

SUHOR INDUSTRIES, INC.
AFFIRMATIVE ACTION POLICY

REAFFIRMATION OF EQUAL OPPORTUNITY POLICY

Suhor Industries, Inc. is an equal opportunity employer dedicated to providing all individuals with equal employment opportunities in all aspects of their employment including hiring, compensation and promotion without regard to race, sex, age, religion, national origin, protected disability, pregnancy, veteran status or any other protected category. Any employee or applicant who believes that he/she is the victim of unlawful discrimination, or is aware of such discrimination, should immediately report the matter to either the Human Resource Director, who is responsible for administering this policy, or to the executive vice president.

The Suhor's Equal Opportunity Policy will be disseminated with employee handbooks to new employees, posted on the Suhor Industries web page, and will be reinforced through the Suhor's posting of notices specified by the Equal Employment Opportunity Commission.

ADVERTISING FOR JOB OPENINGS

All newspaper advertisements for job openings with Suhor shall be listed in local newspapers, State Job Service Office and posted on their web page.

Suhor will diligently attempt to obtain job applications from qualified women and members of minority and protected groups.

UTILIZATION ANALYSIS

Suhor will periodically review demographic data provided by Employment Security Offices to monitor the success of this Affirmative Action Plan. The labor market information from the Division of Employment Security will be compared with Suhor's employee demographics. To the extent it is practical, the data will be compared to individual plants.

Suhor will attempt to identify areas in which protected groups have not achieved representation comparable to the area statistics. If any such areas of under-representation are identified, Suhor will attempt to determine whether the under-representation is the result of any shortcomings in Suhor's hiring or promotion practices. If any such shortcoming is discovered, Suhor will strive to correct the deficiency.

SEX DISCRIMINATION GUIDELINES

Suhor complies with sex discrimination guidelines of 41 CFR Part 60-20. Advertisements for positions with Suhor do not express a preference as to gender, or appear in sex-segregated columns in classified ads. The employee handbook prohibits sex discrimination. Suhor does not distinguish between applicants or employees based upon gender or marital status.

RESPONSIBILITY FOR IMPLEMENTATION

The person responsible for implementing this policy is the Company Human Resource Director.

SUPPORT OF COMMUNITY PROGRAMS

Through charitable contributions or other means Suhor will support community programs which assist disadvantaged members of the community. The Human Resource Director or other appropriate Suhor representative shall be responsible for implementing Suhor's involvement in appropriate community activities or causes.

CONSIDERATION OF MINORITIES AND WOMEN

Suhor's Human Resource Director will take such measures as he/she deems appropriate to ensure that Suhor's recruiting channels are open and available to women and minorities who are not currently in the work force by contacting the local Job Service Offices or through other means.