

# Walker



**Cecil I. Walker Machinery Company**

1450 East DuPont Avenue

Belle, WV 25015

304.949.6400 tel

## Equal Employment Opportunity Policy Statement

As the President & CEO of Walker Machinery, I am committed to the principles of equal employment opportunities. Therefore, Walker Machinery has set forth definite steps of positive action to meet its legal and moral responsibilities thereunder.

It is Walker Machinery's policy to recruit, offer, and employ individuals for all positions without regard to race, creed, color, sex, age, national origin, religion, mental or physical disability or handicap, mental status, family status, ancestry, sexual orientation, genetics, or whether an individual is a veteran, disabled veteran or a veteran of the Vietnam era, or any other protected status or characteristic. Directors, managers, and human resources professionals employed by Walker Machinery will further the principal of equal opportunity in making decisions in their respective areas of responsibility, including but not limited to hiring, promotion, demotion, discharge, and in the administration of all personnel policies and benefits. Therefore, it is the policy of Walker Machinery not to discriminate because of race, creed, color, sex, age, national origin, religion, mental or physical disability or handicap, mental status, family status, ancestry, sexual orientation, genetics, or whether an individual is a disabled veteran or a veteran of the Vietnam era, or any other protected status or characteristic, and to take affirmative action to employ and advance in employment qualified minorities, females, veterans and individuals with disabilities, at all levels within the company. Walker Machinery will ensure that all employment actions, including but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, will be administered without regard to protected status or characteristic outlined above. Walker Machinery will also provide qualified applicants and employees who are disabled veterans or individuals with disabilities with needed reasonable accommodations, as required by law, and will ensure that all employment decisions are based only on valid job requirements.

Walker Machinery prohibits harassment of employees and applicants because of race, creed, color, sex, age, national origin, religion, mental or physical disability or handicap, mental status, family status, ancestry, sexual orientation, or whether an individual is a disabled veteran or a veteran of the Vietnam era, or any other protected status or characteristic, and will communicate this policy and conduct training to try to prevent any harassment or discrimination before it occurs. Walker Machinery prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain legal rights under any Federal, State, or local EEO Law requiring equal employment opportunity for protected status or characteristic outlined above. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

In furtherance of Walker Machinery's policy regarding affirmative action and equal employment opportunity, Walker Machinery has developed a written Affirmative Action Program that sets forth the policies, practices, and procedures that Walker Machinery is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified protected status or characteristic outlined above is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request, during normal business hours, in Walker Machinery's Human Resources office. Interested persons should contact Human Resources at 502-774-4441.

Walker Machinery recognizes, and is proud of, both its policy to not discriminate and to further equal opportunity in its workplace with regard to the above "traditional" considerations of diversity, but also of its inclusion of a vast array of diverse individuals in its employment utilizing the innovative and more inclusive uses of that term as it is recognized in the 21st Century. Walker Machinery has long been a leading employer in the heart of Appalachia and has, to hundreds of West Virginians and Ohioans, provided training, education, and employment beyond that available throughout most of the region. Its employees come from the diverse cultural, economic, and geographic backgrounds contained in Appalachia.

In order to ensure equal employment opportunity and affirmative action throughout all levels of Walker Machinery, I have designated the Human Resources Manager, Derrick Chesser, as the Equal Employment Opportunity (EEO) Officer for Walker Machinery. The EEO Officer will establish and maintain an internal audit and reporting system that will track and measure the effectiveness of Walker Machinery's Affirmative Action Program and show where additional action is needed to meet Walker Machinery's objectives. Any applicant or employee who has a disability and needs access to this Policy Statement in a different format should contact the Human Resources Manager. In addition, employees may voluntarily self-identify as an individual with a disability or a protected veteran at any time by contacting the Human Resources Manager.

A handwritten signature in cursive script that reads "Monty L. Boyd".

Monty L. Boyd  
President & CEO