

American Metal Products Company

Equal Employment Opportunity

Effective Date: 12/01/2003

Revision Date:

To give equal employment and advancement opportunities to all people, we make employment decisions at American Metal Products based on each person's performance, qualifications, and abilities. American Metal Products does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

We will make reasonable accommodations for qualified individuals with known disabilities unless making the reasonable accommodation would result in an undue hardship to American Metal Products.

Our Equal Employment Opportunity policy covers all employment practices, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

If you have a question about any type of discrimination at work, you should no hesitate to discuss it with your immediate supervisor, the Human Resources Department, or American Metal Products' president. You will not be punished for asking questions about this. Also, anyone at American Metal Products who violates our equal employment opportunity policy is subject to disciplinary action, up to and including termination of employment.