

NEW ILLINOIS EQUAL OPPORTUNITY STATEMENT
INCLUDING VICTIM PROVISION

Equal Opportunity Employer - Frantz is an equal opportunity employer and complies with all applicable discrimination laws. The Company will recruit, hire, train, and promote all persons without regard to race, color, sex, religion, national origin, age (40 and over), marital status, political belief, disability or history of disability (except where physical or mental abilities are a bona fide occupational qualification), military discharge, and individuals who are or are perceived to be victims of domestic or sexual violence. The Company will base all decisions on employment so as to further the principle of equal employment opportunity. The Company will ensure that promotion decisions are in accordance with the principal of equal employment opportunity by imposing only valid requirements for promotional opportunities. Further, all personnel actions such as compensation, benefits, transfers, layoffs, and returns from layoffs will be administered without regard to race, creed, color, religion, sex, national origin, age (forty (40) or over), mental and physical condition, marital status, political belief, voluntary discharge, or whether individuals are perceived to be victims of domestic or sexual violence.