



# Horst Engineering

IX-2

The elements of the Executive Order 11246, as amended, Affirmative Action Plan are available upon request. The Affirmative Action Plans developed in compliance with Section 503 of the Rehabilitation Act of 1973, as amended, and 38 USC 4212 of the Vietnam Era Veterans Rehabilitation Act, as amended, are available for inspection upon request. Information relevant to these plans is available at the Human Resources Division during established business hours.

Horst Engineering will take all necessary steps to insure that no person intimidates, threatens, coerces, or discriminates against any individual for the purpose of interfering with the filing of a complaint, furnishing information, or assisting or participating in any manner in an investigation, compliance review, hearing, or other activity related to the administration of the Act.

Overall responsibility for directing and implementing the policy enunciated herein and the Affirmative Action Program has been assigned to Cheryl Walker, Human Resources Manager, who serves as the Equal Employment Opportunity Coordinator. This policy has the full backing and support of the President & CEO of the Company, Scott Livingston, and support of all employees is expected.

This notice is a general statement of policy and no more. It does not constitute a term or provision of any contract of employment or implied contract of employment between Horst Engineering and any individual employee, nor does it create contractual obligations on behalf of Horst Engineering to any person. No person at Horst Engineering has the authority to make a commitment of guaranteed or continuing employment, and neither this notice nor any other Horst Engineering publication should be understood to make any such guarantee.

Horst Engineering

By   
Scott Livingston  
President & CEO

Dated 1/1/2015