

**Fitzgerald & Halliday Inc.
is an Equal Opportunity,
Affirmative Action,
Vietnam Era Veteran,
Disabled
(EO, AA, VEV, Disabled)
Employer**



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Fitzgerald & Halliday, Inc., (FHI) not to discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion, or veteran status.

FHI will take affirmative action to ensure that our EEO Policy is implemented, with particular regard to: advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, re-hire, social activities, training, termination, transfer, upgrade, and working conditions.

FHI will continue to make it understood by the employment entities with which it deals, and in employment opportunity announcements, that the foregoing is company policy and all employment decisions are based on individual merit only.

All current employees of FHI are requested to encourage qualified disabled persons, minorities, and military veterans to apply for employment, or on the job training accommodations for qualified disabled individuals.

It is the policy of FHI that all company activities and facilities are non-segregated. Separate or single-user toilet and changing facilities are provided to assure privacy.

It is the policy of FHI to ensure and maintain a working environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees are assigned to work. Any violation of the policy should be immediately reported to your supervisor or the company EEO Officer.

Sandra H. Nafis, EEO Officer