

## **Policy Statement**

### **Affirmative Action Program**

The directors and officers of Myers Container, LLC have long held the belief that our objectives can best be achieved by utilizing to the fullest extent the human resources available to us. This policy statement is intended to remind employees that our policy is to not discriminate in employment. We take affirmative action so that discrimination does not occur on the basis of race, color, sex, religion, national origin, physical or mental disability, or veteran's status. Employment decisions will be made so as to further the principle of equal employment opportunity.

Myers Container, LLC strives to hire, recruit, train, and promote employees in job classifications without regard to race, color, sex, religion, national origin, disability, or veteran's status. Employment decisions, such as compensation, benefits, transfers, layoffs, return from layoffs, training, Myers Container, LLC-sponsored education, tuition assistance, social, and recreation programs will be administered without discrimination. Only valid job requirements will be imposed for promotional opportunities, so that promotion decisions are in accordance with the principles of equal employment opportunity.

Myers Container, LLC also prohibits any harassment of employees based on race, color, sex, religion, national origin, disability, or veteran's status. Any incidents of harassment should be reported immediately to the employee's supervisor, Human Resources, the President and/or the CEO. Reports will be investigated and appropriate disciplinary action will be taken, which may include discharge, if prohibited harassment is found to have occurred.

Each manager, supervisor, and employee is responsible for carrying out our equal employment policy. Overall responsibility is assigned to Kerrie Stavig, Human Resources, who may be reached at 8435 NE Killingsworth St., Portland, Oregon 97220, (503) 255-0557. She will monitor compliance with this policy and will report to me on a regular basis.

As of November 1, 2014



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Christian Stavig  
Chief Financial Officer