

1. Equal Employment Opportunity Policy Statement
[41 CFR 60-741.44(a)] and [41 CFR 60-300.44(a)]

As the Chief Executive Officer of The Korte Company (Company), I am committed to the principles of affirmative action and equal employment opportunity for individuals. Therefore, it is the policy of the Company not to discriminate on the basis of race, color, gender, sexual orientation, gender identity, age, religion, marital status, genetic information, national origin, disability, protected veteran status or any other basis protected by federal, state, or local law. The Company will ensure that all employment actions, including but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, will be administered equally. The Company will also provide qualified applicants and employees with needed reasonable accommodations, as required by law, and will ensure that all employment decisions are based only on valid job requirements. The Company's objective is to utilize qualified individuals at all levels of job classifications.

The Company also reaffirms its policy and commitment to a work environment free from discrimination and harassment. Annual training is conducted at all levels of the organization to aid in preventing any harassment or discrimination before it occurs. All employees have a responsibility to continue the effectiveness of this policy by reporting any experienced or witnessed discrimination or harassment to a member of management or to the Director of Human Resources at 12441 US Highway 40, Highland, IL 62249, or 618-654-8611. The Company also prohibits retaliation or punishment against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing regarding the Company's employment practices, or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity. Prohibited retaliation includes, but is not limited to harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

In furtherance of the Company's policy regarding affirmative action and equal employment opportunity, a written Affirmative Action Program (AAP) has been developed that sets forth the policies, practices and procedures that the Company is committed to in order to ensure a workplace free from discrimination. This AAP is available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Company's operations headquarters office located at 12441 US Highway 40, Highland, IL 62249. Interested persons should contact the Human Resources Director at 618-654-8611 for assistance.

In order to ensure equal employment opportunity and affirmative action throughout all levels of the Company, I have designated Susan Bowman as the Equal Employment Opportunity (EEO) Officer. The EEO Officer will establish and maintain an internal audit and reporting system that will track and measure the effectiveness of the Company's AAP and show where additional action is needed to meet stated objectives.

Todd Korte
President/CEO

January 1, 2018

