

EQUAL OPPORTUNITY EMPLOYMENT/ AFFIRMATIVE ACTION/ADA STATEMENT

PMX Industries, Inc., is proud to be an equal opportunity employer by choice

PMX has prepared an Affirmative Action Plan in accordance with Executive Order 11246, as amended, the Rehabilitation Act of 1973, as amended, the Vietnam Veterans' Readjustment Assistance Act of 1974, as amended, and the applicable sections of Title 41, Code of Federal Regulations.

Hiring, Promotion and Disciplinary Practices

Qualified applicants are considered for employment without regard to race, creed, color, gender, sexual orientation, disability, national origin, veteran status or other protected factors.

Bargaining Unit Employees are considered for promotion on the basis of qualification and seniority. PMX Industries Inc., has advised the bargaining unit representative, The United Auto Workers, Local 1024, of the company's EEOC/AAP objectives.

Non-Bargaining Unit Employees are considered for promotion on the basis of qualification only. Disciplinary action is administered based on PMX Industries, Inc., stated disciplinary policy.

Americans with Disabilities Act (ADA)

PMX complies with the law regarding reasonable accommodation under the guidelines set forth in the Americans with Disabilities Act.

Subcontractors, Purchasing and Related Practices

PMX Industries will work diligently with our vendors, suppliers, contractors, contract staffing services, staffing resources (including agencies, educational institutions and government employment services) and other companies that provide us goods or services to ensure they follow all applicable regulations as required under Executive Order 11246, as amended.

Vendor Disclaimer

Any company or party who provides any product or service to PMX Industries, Inc., hereby agrees to comply with Executive Order 11246, as amended, and the applicable implementing Regulations (including the equal opportunity clause set forth in Section 202 of such Order) and Section 60-1.4 (a) of the Regulations of the Secretary of Labor, Title 41 CFR, Chapter 60, Parts 1-60.

This statement amplifies the reference included in each current purchase order.

Additionally, all vendors have been advised in writing that all transactions either by phone, fax, email or by other method are also covered under this disclaimer.

This incorporates by reference the Affirmative Action clauses of the Rehabilitation Act of 1973, at 41 CFR Section 60-741.1 and the Vietnam Era Veterans' Readjustment Act of 1974, at 41 CFR Section 60-2050.4, as amended