

EEO COMMITMENT STATEMENT

Caldwell Tanks, Inc. has a long-standing policy of providing equal employment opportunity for all individuals without regard to race, color, ancestry, religion, age, national origin, sex, marital status, physical or mental disability, medical condition, or status as a disabled veteran of the wars—including Vietnam.

This policy applies to all personnel actions, including the selection of new employees to fill job vacancies, promotions, transfers, downgrading, layoffs, recalls, wages, participation in training or educational programs, use of facilities and all similar personnel or related matters. All business operations are required to pursue our corporate policy of equality for all, based solely upon individual ability and qualifications.

In order to insure maximum commitment at all functional levels, we affirmatively solicit the cooperation of the labor organization which represents our employees; we will work through appropriate agencies of the State and Federal Government in providing equal employment opportunities for qualified persons from all minority groups; and we will advertise in the appropriate local and regional newspapers for employment opportunities.

Caldwell Tanks' policy anticipates that all employees will, by their words and actions, demonstrate their support for the principle of equality, based upon merit, for all. Supervisory personnel are responsible for implementing our policy of equal employment opportunity in their day-to-day work to the full extent of their responsibility and authority. All employees are encouraged to work together in order to achieve meaningful results in keeping with the spirit and intent of Caldwell Tanks' policy of equal employment opportunity.

Equal employment opportunity at Caldwell Tanks is an unqualified pledge to provide equal opportunity without regard to race, color, ancestry, religion, age, national origin, sex, marital status, physical or mental disability, medical condition, or status as a disabled veteran or veteran of the wars (including Vietnam) while:

- Recruiting new employees;
- Promoting, transferring, or terminating present employees;
- Developing and training employees for the future growth of Caldwell Tanks, Inc.;
- Considering employee wages, compensation, and benefits; and
- Using facilities provided by the Corporation for its employees.