



TO: All Caldwell Tanks, Inc. Employees
FROM: Bernard S. Fineman, President
DATE: October 2020
RE: ***Affirmative Action / Equal Employment Opportunity Statement***

Caldwell Tanks, Inc. has an established Affirmative Action Program which guides the implementation of our Equal Employment Opportunity Policy.

Caldwell has a long-standing commitment to provide equal employment opportunities to all qualified persons. As an essential part of this policy, we provide Equal Employment Opportunity to all persons, including opportunities for employment, compensation, training, advancement (including upgrading, promotion, and transfers) and terminations of employment (including layoffs and recalls) for all persons, without discrimination because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, status as a protected veteran, age (40+), pregnancy, or any other characteristic or status protected by federal, state, or local law.

I have delegated the authority for carrying out this policy to Gina Farsetti, Human Resources Manager who has my full support for compliance activities. However, I am ultimately responsible for the effectiveness of our Affirmative Action Program. Any employee(s) who feel they are the victim of discrimination may report their feelings to the Human Resources Manager, their Supervisor, or to me.

All members of management and all employees are responsible for supporting and carrying out our policy of Equal Employment Opportunity for all persons and cooperating with our Affirmative Action Program designed to achieve it. Employees who wish to avail themselves of the benefits of Caldwell's Affirmative Action Program should contact the Human Resources Manager.

Our Affirmative Action Program, including the plans for Individuals with Disabilities and Qualified Targeted Veterans, is available for employees and applicants to inspect upon request. The program may be inspected in the Human Resources Department during normal business hours. Persons wishing to inspect the program may arrange to do so by contacting the Human Resources Manager.

Regards,

A handwritten signature in black ink, appearing to read "Bernard S. Fineman", is written over the typed name.

Bernard S. Fineman
President