



EQUAL EMPLOYMENT OPPORTUNITY

It is Little Rapids Corporation's (LRC) policy that, as required by law, equal employment opportunities be available to all persons without regard to race, sex, age, color, religion, national origin, disability, citizenship status, veteran status, sexual orientation or any other legally protected category. This policy applies to associates and applicants and to all phases of employment including hiring, promotion, demotion, treatment during employment, rates of pay or other forms of compensation, and termination of employment.

LRC will take appropriate steps to provide reasonable accommodations, upon request, to qualified individuals with disabilities so long as doing so does not cause an undue hardship. LRC will also provide reasonable accommodation, upon request, to an employee's religious beliefs so long as doing so does not constitute an undue hardship. If you need accommodation, please provide a written description of your situation and your needs to a Human Resources Business Partner, and someone will contact you to discuss your request. If you are unable to communicate your request in writing or need assistance in doing so, contact your site Human Resources Business Partner.

If you believe this Policy has been or is being violated, report the violation(s) immediately following the reporting procedure outlined in the Code of Ethics and Business Conduct available on the home page of the intranet.

Violations of LRC's equal employment opportunity (EEO) policy will not be tolerated and will result in appropriate discipline up to and including discharge.

A handwritten signature in blue ink, appearing to read "Kirk S. Ryan", is written over a thin horizontal line.

Kirk S. Ryan
President and Chief Executive Officer

July 1, 2018