



the righter co., inc.

CONSTRUCTION SERVICES

2424 HARRISON RD. COLUMBUS, OHIO 43204-3508

(614) 272-9700

FAX (614) 274-3325

EQUAL EMPLOYMENT OPPORTUNITY POLICY

The employment policies and practices of The Righter Co., Inc., are to hire qualified employees without regard to race, color, age, disability, military or veteran status, sex, sexual orientation, gender identity, pregnancy, genetic information, religion, national origin, or ancestry. Decisions regarding compensation and opportunities for advancement, including upgrading, promotion, and transfer, will be made based upon merit and without reference to an employee's race, color, age, disability, military or veteran status, sex, sexual orientation, gender identity, pregnancy, genetic information, religion, national origin, or ancestry. The Righter Co., Inc. does not discriminate on the basis of race, color, age, disability, military or veteran status, sex, sexual orientation, gender identity, pregnancy, genetic information, religion, national origin, or ancestry with regard to any terms, conditions, or privileges of employment.

It is the policy of this Company to assure that applicants are employed, and that employment actions are taken, without regard to their race, religion, sex, sexual orientation, gender identity, pregnancy, genetic information, color, national origin, age, military or veteran status, or disability. Such action shall include: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training.

Our Company further recognizes that the effective application of a policy of merit employment involves more than just a policy of statement and will, therefore, undertake a program of affirmative action to make known that equal employment opportunities are available on the basis of individual merit and to encourage all persons to seek employment without Company and to strive for advancement on this basis.

If you believe that this policy has been violated, you should immediately submit a complaint. Complaints may be submitted to your supervisor or to the Company Controller, who also serves as the Company's EEO officer:

Ms. Tracy L. Ferguson, Controller
The Righter Co., Inc.
2424 Harrison Road
Columbus, Ohio 43204
Phone: 614.272.9700 ext. 107
Email: tracy@rightercompany.com

The Company will retain a log of all complaints made during the prior three years, along with the status or final disposition, for purposes of meeting the Company's EEO obligations under state and federal law. Righter will take prompt corrective/remedial actions if it substantiates a charge of discrimination.

An employee who believes that this policy has been violated may also file a complaint with the Equal Employment Opportunity Commission (EEOC) or state fair employment practices agency.

EQUAL OPPORTUNITY FOR WORKERS WITH DISABILITIES

Righter Co., Inc. will not discriminate against any employee or applicant for employment because of physical or mental disability in regard to any position for which the

employee or applicant for employment is qualified. Righter Co., Inc. agrees to take affirmative action to employ, advance in employment and otherwise treat qualified individuals with disabilities without discrimination based on their physical or mental disability in all employment practices, including the following:

- i. Recruitment, advertising, and job application procedures;
- ii. Hiring, upgrading, promotion, award of tenure, demotion, transfer, layoff, termination, right of return from layoff and rehiring;
- iii. Rates of pay or any other form of compensation and changes in compensation;
- iv. Job assignments, job classifications, organizational structures, position descriptions, lines of progression, and seniority lists;
- v. Leaves of absence, sick leave, or any other leave;
- vi. Fringe benefits available by virtue of employment, whether or not administered by the contractor;
- vii. Selection and financial support for training, including apprenticeship, professional meetings, conferences, and other related activities, and selection for leaves of absence to pursue training;
- viii. Activities sponsored by the contractor including social or recreational programs; and
- ix. Any other term, condition, or privilege of employment.

Effective: 10/07/2021

EQUAL OPPORTUNITY EMPLOYER