

EQUAL EMPLOYMENT OPPORTUNITY POLICY

The employment policies and practices of The Righter Company, 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 Company 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.