



## NOTICE FOR ALL EMPLOYEES & APPLICANTS

### OPERATING STATEMENT

At **Forward Traffic and Marking, LLC**, we are committed to fostering a diverse, inclusive, and respectful workplace. We believe in providing equal employment opportunities for all individuals, regardless of race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other characteristic protected by law.

In accordance with federal, state, and local regulations, Forward Traffic and Marking will not tolerate discrimination or harassment in any form. Our policies and practices promote a workplace where all employees can thrive and succeed based on their abilities, performance, and potential.

We are dedicated to:

- Ensuring that all employment decisions, including hiring, promotions, compensation, and benefits, are based on individual qualifications and merit, without regard to protected characteristics.
- Creating an environment that supports diversity and inclusion and actively works to eliminate barriers to equal opportunity.
- Providing reasonable accommodations to qualified individuals with disabilities to ensure equal access to employment opportunities.
- Promoting a workplace free from discrimination, harassment, or retaliation and ensuring that employees feel comfortable reporting any concerns without fear of reprisal.

We expect all employees, contractors, and third parties to adhere to these principles and contribute to an equitable and inclusive workplace. Forward Traffic and Marking will take appropriate action to address any violations of this policy, including discipline or termination when necessary.

### DESIGNATION OF EEO/AA OFFICER

The Company has designated an EEO Officer. The EEO Officer has the responsibility to effectively administer and promote this policy and is assigned adequate authority and responsibility to do so.

### TRAINING LETTER

The Company has an informal training and promotion program available. We encourage your participation in these programs. For further information contact your supervisor.

### EEO OFFICER

Nikolaus Lewitzke

A handwritten signature in black ink, appearing to read 'Nikolaus Lewitzke', followed by the date '1/10/2025'.

608.222.2247 ext. 2012

*An Equal Opportunity/Affirmative Action Employer*