

EEO/AFFIRMATIVE ACTION POLICY

It is the policy of Arvig Enterprises, Inc. and its wholly own subsidiaries (the “Company” or “Arvig”) that we will recruit, hire, train, and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, and disability, or other legally protected status, and we will ensure that all employment decisions are based only on valid job requirements.

Arvig Enterprises, Inc. is a federal contractor subject to Executive Order 11246, and Section 503 of the Rehabilitation Act of 1973, as amended (Section 503). Arvig is committed to equal employment opportunity, and it is Arvig’s policy to take affirmative action to employ and advance in employment minorities, females, and individuals with disabilities. The Company will also provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business.

As Chief Executive Officer and President, I support our company’s affirmative action program.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of section 503, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities; (3) opposing any act of practice made unlawful by section 503, or its implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities; or (4) exercising any other right protected by section 503, or its implementing regulations.

Our affirmative action program contains an audit and reporting system which enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether individuals with disabilities have had the opportunity to participate in company-sponsored activities, measure our compliance with the program’s specific obligations, and document actions taken to comply with these obligations.

I have delegated responsibility for implementing our affirmative action program to Lori Meader, Director of Human Resources.

Arvig Enterprises, Inc.’s or its wholly own subsidiaries’ employees and applicants may review the non-confidential portions of the affirmative action plans during regular business hours.

Please contact Human Resources at 218.346.8847, at humanresources@arvig.com or at 150 - 2nd Street SW, Perham, MN 56573, during normal business hours to review the affirmative action plan.

allen r arvig

Allen R. Arvig, CEO/President

06/17/2020
Date signed

