

## **Equal Employment Opportunity (EEO)**

APC truly values diversity and embraces differences, so the company is 100% committed to equal employment opportunity. We will not discriminate against employees or applicants for employment on any legally-recognized basis ["protected class"] including, but not limited to: race; color; religion; genetic information; national origin; sex; pregnancy, childbirth, or related medical conditions; age; disability; citizenship status; uniform service member status; or any other protected class under federal, state, or local law.

In Wisconsin, the following also are a protected class: age [40 or over]; race; creed; color; disability; marital status; sex; national origin; ancestry; pregnancy, childbirth, maternity leave, or related medical conditions; arrest or conviction records; military service; sexual orientation; use or nonuse of lawful products off the employer's premises during nonworking hours; Civil Air Patrol membership; genetic testing; and declining to attend a meeting or participate in communication about religious or political matters that are not required by law.

Please discuss equal employment opportunity related questions with the EEO Coordinator, Human Resources, or any other designated member of management.