



EQUAL EMPLOYMENT OPPORTUNITY POLICY

This Equal Employment Opportunity Policy reaffirms the policy and commitment of Rea Magnet Wire Company to provide equal employment opportunities for all employees and job applicants. The Company endorses and will follow our EEO Policy in implementing all employment practices, policies, and procedures.

Rea will recruit, hire, train, and promote persons in all job titles without regard to race, color, religion, national origin, veteran status, gender, age, disability, sexual orientation, gender identity/transgender, or genetic information. The Company will make employment decisions so as to further the principle of equal employment opportunity. The Company will ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid and nondiscriminatory requirements for promotional opportunities. The Company also will ensure that all personnel decisions and actions, including but not limited to compensation, benefits, transfers, promotions, layoffs, returns from layoff, discipline, terminations, Company-sponsored training, education, tuition assistance, and social and recreation programs, will be administered without regard to race, color, religion, national origin, veteran status, gender, age, disability, sexual orientation, or genetic information.

All employees are expected to comply with our EEO Policy. Managers and supervisors who are responsible for meeting business objectives are expected to cooperate fully in meeting our equal employment opportunity objectives and their overall performance will be evaluated accordingly.

Any employee who believes he or she has been discriminated against should report the conduct immediately to their supervisor, the local Human Resources Manager, and/or VP of Human Resources. No victim retaliation or discrimination will result from any good-faith complaint made under this policy.

A thorough and impartial investigation of all complaints will be conducted in as timely and confidential a manner as possible. Violations of this policy will not be tolerated.

Rea pledges to support the objective of affirmative action and to maintain a work environment free from discrimination. Rea calls upon and expects every individual within the Company to accept personal responsibility for continuing the successful implementation of this policy.