

Equal Employment Opportunity and Affirmative Action

The KGS companies are committed to ensuring equal employment in all aspects of their interactions with employees and prospective employees. Support of EEO begins at the top with the CEO, and with Sector and Subsidiary Leadership. An EEO Coordinator for each company has been designated and is listed below.

Koniag shall not discriminate against any employee or applicant because of race, color, religion, creed, sex, sexual orientation, gender identity (except where gender is a bona fide occupational qualification), national origin, age, disability, military/veteran status, marital status, genetic information or any other factor protected by law.

As part of the equal employment opportunity policy, the company will also take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans and qualified disabled persons are introduced into our workforce and considered for promotional opportunities.

Employees and applicants shall not be subjected to harassment, intimidation or any type of retaliation because they have (1) filed a complaint, (2) assisted or participated in an investigation, compliance review, hearing or other activity related to administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other legal right protected by federal, state or local law requiring equal opportunity.

All employees are expected to recognize these policies and cooperate with their implementation.

Violation of these policies is a disciplinary offense.

The Affirmative Action Plan is available for employees and applicants to view. If you are interested in seeing the plan, please contact the EEO Coordinator listed below.

Notice: For those Seeking Reasonable Accommodation: It is illegal to discriminate against any qualified individual on the basis of a disability in regard to hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral and other aspects for employment. Disability discrimination includes not making reasonable accommodation, barring undue hardship, to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or an employee. Anyone seeking a reasonable accommodation should contact the EEO Coordinator listed below to obtain a Reasonable Accommodation Request Form.

EEO and Affirmative Action Representative

CEO	PRESIDENT	EEO COORDINATOR	PHONE NUMBER	EMAIL
Kevin Wideman	Linda Czajka	Sharon Alred	(586) 558-8510	salred@koniag-gs.com