

EQUAL EMPLOYMENT OPPORTUNITY POLICY

41 C.F.R. §§ 60-741.44(a); 60-300.44(a)

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at PSG, A Dover Company (the “Company”) will be based on merit, qualifications, and abilities. The Company does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex (including pregnancy, childbirth or related medical conditions), national origin, age, non-disqualifying disability, veteran status, or any other characteristic protected by law.

The Company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. The Company also prohibits harassment of any individual on the basis of any characteristic listed above. For information regarding the Company’s internal policies for addressing complaints of harassment, please refer to the Harassment Policy.

These policies govern all aspects of employment, including, but not limited to, selection, job assignment, compensation, discipline, termination, and access to benefits and training.

Any employee with a question or concern about any type of discrimination or harassment in the workplace is encouraged to bring issues to the attention of his/her immediate supervisor or the Human Resources Department. Employees can raise legitimate complaints or concerns and make reports without fear of reprisal, harassment, intimidation, threats, coercion, or discrimination because they: (1) file a complaint with the Company or with federal, state, or local agencies; (2) assist or participate in any investigation, compliance review, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute; (3) oppose any act or practice made unlawful by federal, state, or local law requiring equal employment opportunity or affirmative action; or (4) exercise any other employment right protected by federal, state, or local law or its implementing regulations.

The Company maintains an audit and reporting system to determine overall compliance with its equal employment opportunity mandates and to respond to any specific complaints that applicants or employees file with the Company’s Human Resource office. Overall responsibility for the implementation of the Company’s equal employment opportunity programs and for affirmative action compliance activities is assigned to Heather Graham, Human Resources Vice President. The Company’s EEO Policy, as well as its affirmative action obligations, includes the full and complete support of the Company, including Karl Buscher, President.