

# **USA ENVIRONMENTAL, INC.**

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## **USA ENVIRONMENTAL, INC.**

### NOTICE

It is the policy of USA ENVIRONMENTAL, INC. to provide equal employment opportunity for all without regard to race, color, religion, sex, national origin, disability, or status as a Vietnam Era or disabled veteran. This policy relates to all phases of employment including, but not limited to, recruiting, employment, placement, upgrading, demotion, transfer, layoff, recall, termination, or compensation. Robin Miller, EEO Coordinator, has been designated EEO officer for this facility. If you believe you are being treated unfairly because of your race, color, religion, sex, national origin, disability, or status as a Vietnam Era veteran, see her in her office during regular office hours.

USA ENVIRONMENTAL, INC. has a policy of affirmative action to ensure that employees are employed and advanced on the basis of their ability and willingness to do the job, and not denied employment nor advancement on the basis of status as a Vietnam veteran, disabled veteran or disabled non-veteran. If you are disabled or a Vietnam veteran and would like to participate in USA ENVIRONMENTAL, INC.'s program or see a copy of it, contact Robin Miller, EEO Coordinator, in her office during regular office hours.

Identification of yourself as a Vietnam veteran, disabled veteran or disabled non-veteran for purposes of participation in the program is voluntary. Any information you submit on your disability or Veteran status will be kept confidential, except that management and first aid personnel may be provided such information as necessary to determine work restrictions or accommodations, or where emergency treatment is required and any refusal to provide such information will not subject you to any adverse treatment. The information will be used only in accordance with the Vietnam Era Veterans' Readjustment Assistance Act of 1974 as amended, Section 503 of the Rehabilitation Act of 1973 as amended, and the Americans with Disabilities Act of 1990 and applicable regulations. Once you have identified yourself as disabled or of Veteran status, further information will be obtained as necessary. Employees and applicants are protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation under the Vietnam Era Veterans' Readjustment Assistance Act of 1974 as amended, Section 503 of the Rehabilitation Act of 1973 as amended, or the Americans with Disabilities Act of 1990 and applicable regulations.



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Robin Miller  
Human Resources Director  
January 1, 2008

## **POLICY STATEMENT**

TO: All Employees and Applicants

RE: Reaffirmation of EEO Policy

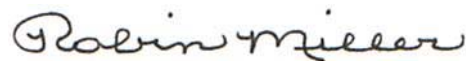
It is the policy of USA ENVIRONMENTAL, INC. to provide equal employment opportunities without regard to race, color, religion, sex, national origin, physical or mental disability or veteran status.

This policy has my full and unequivocal personal support and relates to all phases of employment, including, but not limited to, recruiting, hiring, training, placement, upgrading, demotion or transfer; decisions on promotions, reduction of work force and termination; rates of pay or other forms of compensation; and to the use of all facilities and to participation in all Company-sponsored employee activities. All Company programs shall be administered to further the principle of equal employment opportunity.

This policy shall be periodically brought to the attention of all levels of management. Overall responsibility is assigned to the EEO Coordinator (Robin Miller), but it is the responsibility of each Supervisor of the Company to ensure affirmative implementation of this policy and to avoid any discrimination in employment. All employees are expected to recognize this policy and cooperate in its implementation. Violation of this policy will result in disciplinary action.

To ensure that employment decisions are made in accordance with equal employment opportunity, the Company imposes only valid requirements for these opportunities.

This is to reaffirm this policy and to state that it will continue to be carried out at USA ENVIRONMENTAL, INC. We have always embraced the principle of equal opportunity and will continue to do so.



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Robin Miller  
Human Resources Director  
January 1, 2008