



Americans With Disabilities Act Policy

<u>Effective Start Date:</u> 01/01/2019	<u>Reviewed/Revised:</u> 02/05/2019	<u>Prepared/Approved:</u> Brittani Fowler/Program Manager
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It is the Company's policy not to discriminate against qualified individuals with a disability with regard to any aspect of employment. The Company is committed to complying with the American with Disabilities Act, as amended.

The Company recognizes some individuals with disabilities may require reasonable accommodations. If you are disabled or become disabled (meaning you have a mental or physical impairment substantially limiting one or more of the major life activities) and you require a reasonable accommodation, you must contact the HR Benefits Coordinator to begin the interactive process, which will include discussing your disability, limitations, and possible reasonable accommodations that may enable you to perform the functions or your position, make the workplace readily accessible to and usable by you, or otherwise allow you to enjoy equal benefits and privileges of employment.

Employee Signature

Date