



Equal Employment Opportunity (EEO) Policy

It is the policy of Warning Lites to provide equal employment opportunity to all team members and applicants for employment in accordance with all applicable federal, state, and local equal employment opportunity and affirmative action laws. We celebrate diversity and are committed to creating an inclusive environment for all employees and applicants.

Warning Lites will not discriminate against any team member or applicant for employment because of race, sex, color, creed, national origin, age, religion, disability, genetic information, sexual orientation, gender identity, pregnancy, marital status, familial status, veteran status, membership or activity in a local human rights commission, status with regard to public assistance or any other protected class as defined by applicable law. No individual will be denied nor receive special employment opportunities based on membership status in any protected category.

Our management team is dedicated to ensuring that all employment practices are free from discrimination. Such practices include but are not limited to: recruitment or recruitment advertising, hiring, placement, promotion, demotion, transfer, layoffs, termination, compensation, benefits, selection for training, employee activities and general treatment during employment.

Warning Lites will provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business.

Warning Lites ensures that all employment decisions are based only on valid job requirements. In addition, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions, or any Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act of practice made unlawful by section 503, VEVRAA, or their implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by section 503, VEVRAA or their implementing regulations in this part.

The Company will not allow any form of retaliation against individuals who raise issues of equal employment opportunity, to ensure our workplace is free of artificial barriers, violation of this Policy will lead to discipline, up to and including discharge. All employees must cooperate with all investigations.

Warning Lites will not tolerate harassment, intimidation, coercion, or discrimination of or by any team member or applicant for employment because of race, sex, color, creed, national origin, age, religion, disability, genetic information, sexual orientation, gender identity, pregnancy, marital status, familial status, veteran status, membership or activity in a local human rights commission, status with regard to public assistance or any other protected class as defined by applicable law. Any complaints by team members or applicants for employment alleging

harassment or discrimination should be brought to the attention of Jamie Flom, Human Resources.

An employee or applicant for employment, who believes he or she has been treated in a way that violates this policy, may report his or her concerns to the Equal Employment Opportunity Officer, Jamie Flom at 4700 Lyndale Ave. N., Minneapolis, MN 55430 or by phone at 612-277-4709 or email at jflom@warninglitesmn.com or any other management representative including the President, Patrick Donohue. Warning Lites employees and applicants for employment may review the non-confidential portions of the affirmative action plans during regular business hours. Please contact LeighAnn Stanley during normal business hours to review the affirmative action plan.

Every employee of the Company is expected to support this equal opportunity and non-discrimination commitment by conducting him/herself in a manner that is consistent with the intent and spirit of this policy. As President and CEO of Warning Lites, I support our company's affirmative action program.



Patrick Donohue, President



Date: