

Thompson Tractor is an equal opportunity/affirmative action employer, and continues to provide equal employment opportunity to all applicants and employees, including veterans and qualified individuals with disabilities. Pursuant to Executive Order 11246, Section 503 of the Rehabilitation Act and the Vietnam Era Veterans' Readjustment Assistance Act, Thompson Tractor has developed Affirmative Action Programs (AAPs) to assist with the recruitment and advancement of individuals covered by these laws. These Programs have the full support of Michael D. Thompson – President.

We are committed to ensuring that all aspects of the employment relationship are administered without regard to race, color, religion, sex, sexual orientation, gender identity, age, marital status, national origin, citizenship status, disability, genetic information, disabled veteran or other protected veteran status or other characteristics protected by state, Federal or local law. Thompson Tractor, therefore, strongly prohibits discrimination on these bases in all aspects of recruiting, hiring, transfers, promotions, training, education, terminations, working conditions, compensation, and benefits. All employment decisions will be based on valid job requirements or other legitimate, non-discriminatory reasons.

Any person who believes that he or she has been subjected to any form of discrimination should promptly report the matter to management and/or the Human Resources Department in Birmingham, by contacting Jason C. Long, the Director of Human Resources at 205-841-8601, by e-mail at [JasonLong@ThompsonTractor.com](mailto:JasonLong@ThompsonTractor.com), or otherwise. Complaints will be investigated promptly and handled as confidentially as possible. Anyone found to have engaged in any type of prohibited discrimination will be subject to disciplinary action, up to and including termination.

The company also strongly prohibits retaliation of any sort. Accordingly, our employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in protected activities such as (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other related activities associated with the administration of the affirmative action provisions of the laws or implementing regulations set forth above, or any other Federal, state, or local law protecting equal opportunity; (3) opposing any act or practice made unlawful by the laws or implementing regulations set forth above, or any other Federal, state, or local law protecting equal opportunity; or (4) exercising any other right protected by the laws or implementing regulations set forth above.

In addition, Thompson Tractor has designed and implemented an audit and reporting system that will (1) measure the effectiveness of our AAPs; (2) indicate any need for remedial action; (3) determine the degree to which objectives have been attained; (4) determine whether individuals with protected characteristics have had the opportunity to participate in all company-sponsored educational, training, recreational, and social activities; (5) measure our compliance with the Programs' specific obligations; and (6) document the actions taken to perform items (1) through (5) above. If, after performing this audit, we determine that our AAPs are deficient, we will undertake necessary action to bring our Programs into compliance.

The President has the responsibility for ensuring full compliance with the provisions of the above-referenced laws and other applicable directives. Responsibility for implementing and monitoring these Programs is assigned to the Director of Human Resources. A written copy of our Affirmative Action Plans for Individuals with a Disability and Protected Veterans are available to applicants and employees, upon request, on regularly scheduled workdays by contacting the Director of Human Resources (contact information above) who serves as our EEO Officer. Any applicant or employee who has a disability and needs access to this Policy Statement in a different format should contact the Director of Human Resources. In addition, employees may voluntarily self-identify as an individual with a disability or a protected veteran at any time by contacting the Director of Human Resources.