



Non-Discrimination Policy

It is the policy of the Company not to discriminate against any employee or applicant for employment because of minority (race, color, religion, sex, national origin, age, disability, previous military service, disabled veteran, Vietnam Era veteran, or reservist) status. Such action shall include, but not be limited to, the following: employment upgrading, demotion or transfer, recruitment advertising, layoff or termination, rates of pay or other forms of compensation and selection for training, including apprenticeship.

It is the policy of the Company to not permit sexual or any other kind of harassment of employees by anyone in any Company activity.

The Vice President of Employee Services, will be the Equal Employment Opportunity Officer and will coordinate the Company's activities and investigate any complaints.

The Company invites any disabled individual or disabled veteran or veteran of the Vietnam Era who wishes to be considered under the Company's Affirmative Action Plan for Disabled Veterans, Veterans of the Vietnam Era and Disabled Individuals to identify himself or herself to the Vice President of Employee Services & the Equal Employment Opportunity Officer. This information is voluntary and refusal to provide it will not subject an individual to discharge or disciplinary treatment. The full Affirmative Action Plan and the Affirmative Action Plan for Disabled Veterans, Veterans of the Vietnam Era and Disabled Individuals are available for review in the Vice President of Employee Services' office, 8800 Page Avenue, St. Louis, MO 63114, 314.733.2000. The plans may be reviewed Monday through Friday during normal business hours by appointment only.