



MONARCH

2019 COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY

COMMITMENT TO EEO. The Monarch Cement Company ("Monarch Cement") is committed to affirmative action and equal employment opportunity. It remains our policy to provide equal employment opportunity to all persons consistent with employment qualifications and applicable laws regarding discrimination because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran or other protected status. Monarch Cement will recruit, hire, train, and promote persons in all job titles, and ensure that all other personnel actions are administered without regard to such protected categories.

Monarch Cement recognizes that the effective application of a policy of merit employment involves more than just a policy statement and will therefore implement its Affirmative Action Plan (AAP) in a positive and aggressive manner and will make known Monarch Cement's commitment to this effort and that equal opportunities are available within Monarch Cement on the basis of individual merit. Monarch Cement will solicit and encourage all persons to seek opportunities within Monarch Cement and to pursue advancement possibilities.

AUDIT AND REPORTING SYSTEMS. Monarch Cement has implemented an audit and reporting system to measure the effectiveness of Monarch Cement's AAP, to identify and address the need for remedial action if necessary, and to determine the degree to which Monarch Cement's overall objectives have been attained.

SUPPORT AND RESPONSIBILITY FOR IMPLEMENTATION. The AAP has full support of Kent Webber, President of The Monarch Cement Company, as well as the entire Monarch Cement management team. Sam Budreau, Corporate Director of Human Resources, is responsible for administering all aspects of the company's EEO policy and the AAP.

QUESTIONS AND ACCESS TO AAP. Should you have any questions regarding equal employment opportunity or affirmative action issues, please contact Sam Budreau, Corporate Director of Human Resources, at sam.budreau@monarchcement.com or (620) 473-2222, or make arrangements with your local HR manager to review our EEO Policy and/or the AAP during regular work hours, Monday through Friday.

PROHIBITION AGAINST RETALIATION. 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 affirmative action, including but not limited to, provisions of Section 503, VEVRAA, or any other Federal, state or local law requiring equal opportunity for individuals with disabilities and/or protected veterans; (3) Opposing any act or practice made unlawful by Section 503 or its implementing regulations in this part, VEVRAA or its implementing regulations in this part, or any other Federal, state or local law requiring equal opportunity for individuals with disabilities and/or protected veterans; or (4) Exercising any other right protected by Section 503 or its implementing regulations in this part, VEVRAA or its implementing regulations in this part, or any other Federal, state or local equal employment opportunity law.