



*We consider all qualified applicants without regard to race, religion, color, sex, national origin, age, sexual orientation, disability or veteran status, among other factors.*

## Interoffice Memorandum

DATE: June 23, 2015  
TO: ALL EMPLOYEES  
REF: **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

It has been and will continue to be the policy of US Ecology, Inc. to be an Equal Opportunity and Affirmative Action Employer. In keeping with this policy, the Company will continue to recruit, hire, train, assign, promote and retain employees in all job classifications without discrimination due to race, religion, color, sex, national origin, age, sexual orientation, disability or veteran's status, among other factors. Similarly, the Company will continue to administer all other personnel matters (such as compensation, benefits, transfers, layoffs, company-sponsored training, education, and social and recreational programs) in accordance with this policy.

As President and Chief Executive Officer of US Ecology, Inc., I am responsible for ensuring and fostering a work environment furthering the principle of equal employment opportunity and for supervising and auditing the effective implementation of our Equal Employment Opportunity and Affirmative Action programs. Each manager, supervisor and employee is responsible for carrying out these policies.

If conduct, on the part of a Company employee, has the effect of interfering with a person's work performance or creating an intimidating, hostile or offensive work environment, please contact your HR Representative or Betsy Sterk, VP Human Resource, immediately. Individuals found to be violating this policy will be subject to prompt disciplinary action.

Betsy Sterk, VP Human Resource, is the Company EEO Officer. She is responsible for monitoring compliance with this policy and for providing technical support and resources to assist management in their equal employment opportunity and affirmative action commitments. Betsy is available at 208/319-1600 to answer any questions on EEO matters.

A handwritten signature in blue ink, appearing to read "Jeffrey R. Feeler".

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Jeffrey R. Feeler  
President and Chief Executive Officer



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## **Interoffice Memorandum**

Date: June 23, 2015

To: All Employees

From: Jeff Feeler, Acting President / COO

Ref: **Discrimination and Harassment Policy**

It is unlawful to discriminate on the basis of gender, race, age, disability, religion, genetic information, national origin or military status in recruiting and hiring, job classifications and work assignments, working conditions, and job promotions. The company has long maintained a policy against discrimination and harassment in any form, and liabilities under the law are severe.

The Company also prohibits harassment, which is defined as unwelcome conduct directed toward a person's gender, race, age, disability, religion, genetic information, national origin or military status that substantially interferes with an employee's work performance or creates an intimidating, hostile, or offensive work environment.

Additionally, sexual harassment generally applies when, (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) as the basis for employment decisions affect such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. A hostile and abusive work environment is defined, in part as jokes, graffiti, posters, calendars, leering, touching, offensive remarks, or gestures of a sexually explicit nature.

Any employee who believes he or she has been the subject of discrimination or harassment should report the alleged act immediately to the Human Resource Representative at their work location or to Betsy Sterk, Human Resources Director at 208/319-1600. An investigation will then be conducted and appropriate sanctions determined if applicable. Depending on the circumstances, this may include termination.

We recognize that the question of whether a particular action or incident is a purely personal, social relationship without a discriminatory employment effect, it requires a determination based on all facts in the matter. Given the nature of this type of discrimination, we also recognize that false accusations of sexual harassment can have serious effect on innocent people.

We ask all employees to act responsibly to establish a productive working environment free of discrimination and harassment. We encourage any employee to raise questions he or she may have regarding discrimination or affirmative action.



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## **POLICY ON SEXUAL HARASSMENT**

**As part of our equal employment opportunity policy, we maintain there shall be no discrimination in the employer-employee relationship on account of sex. Sexual discrimination is interpreted to include harassment, coercion and intimidation.**

**We shall not tolerate such sex-based discrimination, and supervisors are responsible for assuring that they and their employees comply with this policy. Appropriate discipline will be administered in response to violations.**

**The texts of federal laws and regulations prohibiting sexual harassment are found in Section 703 of Title VII of the Civil Rights Act of 1964, and Section 1604.11 of the regulations thereof, as well as 41 CFR, Chapter 60-20, of Executive Order 11246**

**Employees having concerns regarding the policy or regulations are requested to contact the Human Resources Representative at their work location or Betsy Sterk, Equal Employment Opportunity Officer, Phone: 1-800/590-5220.**

A handwritten signature in blue ink, appearing to read "Jeff R. Feeler", is positioned above a horizontal line.

Jeff R. Feeler, Acting President/COO

01/15/2015

Date