



GENERAL POLICY STATEMENT

The Office of Federal Contract Compliance Programs (OFCCP) of the Department of Labor is responsible for enforcing compliance with 41 CFR Parts 60-1 and 60-2 (Government Contractors, Affirmative Action requirements). The OFCCP emphasizes the philosophy that an affirmative action program should be considered a management tool—an integral of the way a corporation conducts its business.

Affirmative Action means specific action taken to eliminate the present effects of past discrimination. Affirmative Action means more than equal recruiting and selecting, it also encompasses promotions, transfers, equal wages and all other terms and conditions of employment.

Protected Class/Group is another term for disadvantaged workers. Literally, it means those workers who are “protected” by the laws against discriminations.

The Affirmative Action Program (APP) is designed and implemented to cover all protected classes. The purpose of the program is to assure compliance with various government regulations and laws, which require this company to take affirmative action to employ and advance in employment qualified minorities, women, veterans, handicapped individuals and members of various ethnic and/or religious groups.

A central premise underlying affirmative action is that, absent discrimination, over time a contractor’s workforce, generally will reflect the gender, racial and ethnic profile of the labor pools from which the contractor recruits and selects. Affirmative action programs must contain a diagnostic component, which includes a number of quantitative analyses designed to evaluate the composition of the workforce of a contractor and compare to the composition of the relevant labor pools. The AA program must also include:

- Specific practical steps designed to address underutilization
- Internal auditing and reporting systems to measure the progress towards achieving goals.
- Active monitoring of employment decisions and compensation systems to evaluate impact on women and minorities.

Evaluation of compliance will be based upon your efforts to achieve maximum results from your affirmative actions activities. For complete listing of affirmative actions to be implemented and maintained refer to your Affirmative Action Program and this reference guide.



POSTER REQUIREMENTS

Company policy and government regulations require that we display federal, state and company posters in key locations of the Corporation. The name, location and telephone number of the designated EEO Coordinator must be indicated.

It is company policy to include notices in the new-hire packages and to distribute them again to all employees at the beginning of each year.

COMMUNICATIONS

- A) Equal Employment Opportunity is The Law
- B) Fair Labor Standards Act
- C) Notification of Employee Rights under Federal Labor Law
- D) Employee Rights for Workers with Disabilities / Special Minimum Wage
- E) Employee Polygraph Protection Act
- F) Your Rights under the Family and Medical Leave Act
- G) Uniform Services Employment and Reemployment Rights Act
- H) Job Safety and Health Protection

State Posters

- a) Equal Pay for Equal Work Act
- b) Unemployment Benefits Poster
- c) State Minimum Wage Law

Company Policy

- a) General Equal Employment Opportunity
- b) Sexual Harassment
- c) Guidelines for Handling Employee Concerns

Federal and state posters can be downloaded from the Internet. See Sources of Information for web addresses. Company Posters can be requested from the corporate office.



SOURCES OF INFORMATION

EEO Officer:

Jana Straubhar, VP Human Resources

Corporate AA Coordinator:

Adam Hudgins, Talent Acquisition Manager

Site AA Coordinators:

HR Representatives at each location

Federal information and posters can be obtained from:

Equal Employment Opportunity Commission
Office of Communications and Legislative Affairs
1801 L Street, NW
Washington, DC 20507
Telephone: 1-800/669-EEOC

<http://www.dol.gov/oasam/boc/osdbu/sbrefa/poster/matrix.htm>

State information and posters to be obtained from each State Department of Labor

<http://www.eeoc.gov/>

EEOC

<http://www.nlr.gov/>

NLRB

<http://www.loc.gov/global/state/stategov.html>

Access to all states web pages



Interoffice Memorandum

DATE: September 26, 2018

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, color, religion, sex, age, national origin, disability, veteran's status, or any other protected class. 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 Jana Straubhar, Human Resource Vice President, immediately. Individuals found to be violating this policy will be subject to prompt disciplinary action.

Jana Straubhar, Human Resource Vice President, is the 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. Jana is available at 208/319-1600 to answer any questions on EEO matters.

DocuSigned by:

Jeffrey S. Esler...
President and Chief Executive Officer