

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

JANUARY 1, 2020

Federal laws and regulations, state laws and regulations and Executive Orders make it illegal for the Company to discriminate on the basis of age, race, color, religion, disability, sex, national origin, genetic information, status as a recently separated veteran, disabled veteran, armed forces service medal veteran, other protected veteran, who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense (collectively, "covered veterans"), sexual orientation, gender identity or other legally protected status, as required by law. Applicable laws also require that the Company take "affirmative action" to ensure equal employment opportunities for women, minorities, covered veterans, and disabled persons.

While there is a legal responsibility imposed on the Company not to discriminate, the Company firmly also believes that it is both morally right and socially advantageous not to discriminate. The Company's policy has been and will continue to be to recruit, employ, train, advance, transfer, demote and promote persons in all job titles, at all levels of employment for which they are qualified, including the executive level, without regard to any of these protected statuses, as required by law; base decisions on employment so as to further the principle of equal employment opportunity; ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities; ensure that all personnel actions such as recruitment, recruitment advertising, hiring, rates of pay or other compensation, benefits, transfers, upgrades, layoffs, return from layoff, company-sponsored training (including on-the-job training), education, tuition assistance, social and recreation programs, and discipline and termination will be administered without regard to any of these protected statuses, as required by law. As President and CEO of Entrust Manufacturing Technologies, Inc., we completely support the company's affirmative action program and company's commitment to equal opportunity.

The Company will not subject any employee or applicant to harassment, intimidation, threats, coercion or retaliation for participating in activities related to the administration of laws requiring affirmative action and equal employment opportunity, for opposing any actions made unlawful by those laws, or for exercising any other rights protected by those laws. Any employee who believes he or she has been subjected to conduct inconsistent with this policy should immediately inform the Company's Affirmative Action Officer, who is Stefanie Meyers. Ms. Meyers will be responsible for ensuring that the complaint is investigated and resolved in an appropriate fashion.

Furthermore, it has been and will continue to be the Company's policy to maintain an affirmative action program designed to ensure that equal opportunity is in fact provided. The Company has assigned responsibility for the implementation of this policy to Stefanie Meyers who will act as the Company's Affirmative Action Officer. Ms. Meyers will obtain such evidence as may be required to establish that this policy is being carried out at all levels of executive, management and supervisory personnel. Ms. Meyers will review the Affirmative Action Program periodically to ensure its completeness and effectiveness. Ms. Meyers will work with all levels of executive, management and supervisory personnel to ensure that the Affirmative Action Program is implemented in all day-to-day decisions concerning recruitment, job placement, promotions, demotions, layoff, recall and other personnel actions. Ms. Meyers will carry out or where necessary recommend such innovations in the Company's practices as may be required to ensure that the specific provisions and the spirit of this policy are being implemented. Ms. Meyers will provide executive management with a written report, no less than once annually, and with periodic oral or written reports, as may be necessary, measuring the effectiveness of the Affirmative Action Program.

Portions of the Affirmative Action Program are available for review by applicants and employees during normal business hours, Monday through Friday. Appointments should be made with Stefanie Meyers at 262-252-3802.



Tanya Palmer
President



Anthony Fettig
CEO