



Corporate Headquarters  
5712 Industrial Park Road  
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USA

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## **Equal Employment Opportunity/Affirmative Action Policy Statement**

It is the policy of Thern, Inc. to provide equal employment opportunity / affirmative action to all employees and applicants for employment in accordance with all applicable federal, state, or local, executive orders, regulations, and laws. We will not engage in any form of prohibited employment discrimination. This includes discrimination on the basis of race, color, creed, gender, religion, national origin or citizenship status, disability, age, genetic information, marital status, status with regard to public assistance, sexual orientation, gender identity, familial status, veteran status, or any other protected classifications. Furthermore, Thern, Inc. will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. This policy is applicable to all personnel actions and practices including, but not limited to, recruitment, selection, promotion, training, transfer, rates of pay, part time work, and all other terms and conditions of employment.

Compliance with this policy is the personal responsibility of all employees, especially those who have responsibilities regarding the employment process. Further, as an Equal Employment Opportunity / Affirmative Action Employer, we will commit the necessary time and resources to meet our responsibilities and obligations. Any employee who does not comply with this policy is subject to appropriate disciplinary action, up to and including termination.

To assure compliance with this policy, we have designated, Stephanie Hemker – Human Resources Manager, will report directly to the President/CEO on any action deemed necessary for action or compliance. If you believe that you have received treatment contrary to this policy, immediately notify any Thern, Inc. supervisor, manager, or to the following individuals at the corporate offices at 5712 Industrial Park Road, Winona, MN 55987.

NAME:	TITLE:	TELEPHONE
Stephanie Hemker	Human Resource Manager	(507) 454-2996