



ADVANCED INDUSTRIAL SERVICES, INC.

AIS GRAPHIC SERVICES, INC.

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AIS-YORK.COM



EQUAL OPPORTUNITY

AIS is an equal opportunity employer. AIS does not discriminate against any employee or applicant for employment because of race, color, religion, age, sex, handicap, national origin, ancestry, disability or any other basis that is prohibited by law. AIS is committed to promoting equal opportunity employment. AIS does not discriminate in its recruiting, hiring, training, transfer, promotions, terminations, compensation and benefits. AIS will make reasonable accommodations to qualified individuals with known disabilities unless doing so would result in undue hardship.

If you have a question about any type of discrimination at work, talk with your immediate supervisor or Human Resources. You will not be punished for asking questions about this. Also, if we find out that anyone was illegally discriminating, that person will be subject to disciplinary action, up to and including termination of employment.

Policy Statement - Equal Employment Opportunity

Advanced Industrial Services, Inc. is firmly committed to a policy of non-discrimination, equal opportunity and reasonable accommodation in employment, as required by law. This means there can be no discrimination in any conditions of employment including recruitment and hiring, opportunities for advancement, participation in training programs, wages, salaries or benefits, layoffs, recalls or discharges. Equal Opportunity means that all qualified individuals have equal job opportunities within the Company, regardless of race, color, religion, national origin, sexual orientation, sex, age, as well as individuals with visual, hearing, mental or physical disability, special disabled veterans, veterans of the Vietnam era and veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

Advanced Industrial Services, Inc. will offer reasonable accommodation to qualified applicants and employees with a known disability or for an employee's religious beliefs, except where such accommodation poses an undue hardship to the Company.

Advanced Industrial Services, Inc. will recruit, hire, train and promote qualified persons in all job titles and ensure that all other personnel or actions are administered without regard to disability, special disabled veteran status, Vietnam era veteran status or other eligible veteran status; and ensure that all employment decisions are based only on valid job requirements.

Employees and applicants shall not be subjected to harassment, intimidation, threats of coercion or discrimination because they have engaged in or may engage in any of the following activities: filing a complaint, assisting or participating in an investigation, opposing or exercising any act or practice protected or made unlawful by Section 503 of the Rehabilitation Act or Vietnam Era Veterans Readjustment Assistance Act of 1974 (VEVRAA), as amended by the Veterans Employment Opportunities Act of 1998 or any other federal, state, or local law requiring equal opportunity for disabled persons, special disabled veterans, veterans of the Vietnam era or veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

**Your Contractor Of Choice For: Equipment Installations • Relocations • Maintenance • Remanufacturing
Millwrighting • Rigging • Optical Alignment • Process Piping • Electrical • Transportation • Shop Fabrication
Project Management • Warehousing • Pump-Clean Services™ • Energy Reduction & Recovery • RTOptimizer™**

Every member of management will carry forward AISs policy of non-discrimination, equal employment opportunity and reasonable accommodation. All employees are expected to conduct themselves in a manner that is not offensive as to the race, color, religion, national origin, sexual orientation, sex, age, as well as individuals with visual, hearing, mental or physical disability, special disabled veterans, veterans of the Vietnam era and veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

In further support of the principles of equal employment, Crystal Gallagher has been appointed the Equal Employment Opportunity Coordinator, with responsibility for directing and implementing the Affirmative Action Program in accordance with both Company policy and the terms of the Executive Order 11246. The EEO/AAP Coordinator will administer this program, monitor progress, and report on results.

I am sure all employees will provide their full support in providing equal employment opportunity to all qualified individuals.

Michael Yergo
President

