

## **EQUAL EMPLOYMENT OPPORTUNITY**

It is the intent of SK/SF to support the concept of Equal Employment Opportunity. We will recruit, hire, and promote highly skilled and qualified personnel without regards to race, color, religion, sex, or national origin. All such decisions will be made without bias, based on the valid requirements of the job and qualifications of each individual involved. It is also our intent to insure that all other personnel actions such as these will be administered without regard to race, color, religion, sex, or national origin:

- Compensation
- Benefits
- Layoffs
- Return from Layoffs
- Company Sponsored Training

Periodical analysis of all personnel actions will be conducted to assure equal opportunity.