



Masters Gallery Foods, Incorporated

Equal Employment Opportunity / Affirmative Action Policy Statement

It is the policy of Masters Gallery Foods, Incorporated to provide equal employment opportunity to all individuals regardless of their race, creed, color, religion, gender, age, national origin, disability, military service, protected veteran status, genetic information, sexual orientation, gender identity or gender expression, transgender status, marital status, or any other characteristic protected by state or federal law. We are strongly committed to this policy, and believe in the concept and spirit of the law.

Masters Gallery Foods, Incorporated is committed to assuring that:

- All recruiting, hiring, training, promotion, compensation, and other employment related programs are provided fairly to all persons on an equal opportunity basis without regard to race, creed, color, religion, gender, age, national origin, disability, military service, protected veteran status, genetic information, sexual orientation, gender identity or gender expression, transgender status, marital status, or any other characteristic protected by state or federal law.
- Employment decisions are based on principles of equal opportunity and affirmative action, and;
- All personnel actions such as compensation, benefits, transfers, training, and participation in social and recreational programs are administered without regard to race, creed, color, religion, gender, age, national origin, disability, military service, protected veteran status, genetic information, sexual orientation, gender identity or gender expression, transgender status, marital status, or any other characteristic protected by state or federal law.

Masters Gallery Foods, Incorporated believes in and practices equal opportunity and affirmative action. The Vice President of Human Resources serves as the Equal Opportunity Coordinator for Masters Gallery Foods, Incorporated and has overall responsibility for assuring compliance with this Policy. All employees are responsible for supporting the concept of equal opportunity and affirmative action and assisting Masters Gallery Foods, Incorporated in meeting its objectives.

Masters Gallery Foods, Incorporated maintains Affirmative Action Plans for minorities, women, individuals with a disability, special disabled veterans and veterans of the Vietnam Era. Any questions regarding these plans should be directed to the Human Resources. If you wish to view the plans, contact the Vice President of Human Resources during normal business hours at ext. 420.

A handwritten signature in black ink that reads "Tammy S. Flora".

Tammy S. Flora, SPHR
Senior VP - HR & Corporate Communications