



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Tauber Oil Company to afford equal opportunity for employment to all individuals regardless of race, color, religion, age, sex, sexual orientation, gender identity, national origin, citizenship, disability status, protected veteran status, genetic information, or any other characteristic protected by federal, state, or local laws and to prohibit discrimination and harassment based on any of these factors. Tauber Oil Company also observes the fair employment laws in each respective jurisdiction in which we operate. We are strongly bound to this policy. Therefore, we will take affirmative action to ensure that:

1. we recruit, hire, train and promote persons in all job titles and ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, company sponsored training, education, tuition assistance and social and recreational programs are administered without regard to race, color, religion, age, sex, sexual orientation, gender identity, national origin, citizenship, disability status, protected veteran status, genetic information;
2. we base employment decisions only on valid job requirements consistent with the principle of Equal Employment Opportunity; and
3. employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in:
 - a. Filing a complaint, or assisting or participating in an investigation, evaluation, hearing or other activity, relating to a violation of this policy or any U.S. federal, state, or local law requiring Equal Employment Opportunity;
 - b. Opposing any act or practice made unlawful by any U.S. federal, state or local law requiring Equal Employment Opportunity; or
 - c. Exercising any other right protected by U.S. federal, state, or local law requiring Equal Employment Opportunity.

It is our belief that our continued success depends on our ability to attract, develop and retain a highly competent workforce and on the creative, effective and productive use of all our human resources. We are convinced that talent exists across all population groups. We will conduct our business with due regard to the human dignity and innate worth of each individual.

The successful achievement of a nondiscriminatory employment program requires a highly cooperative effort. Management is obliged to lead the way in establishing and implementing affirmative procedures and practices which will ensure our objectives: namely, equitable employment opportunity for all.

As President, I personally support and agree with the Company's Affirmative Action Program. I have designated the Human Resources Analyst to direct the establishment of and to monitor the implementation of personnel procedures to guide our Affirmative Action Program.

On a regular basis, the Human Resources Analyst is to audit and report to me regarding the status of our Equal Employment Opportunity and Affirmative Action efforts.



Jonathan C. Tauber
President



Date