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## Equal Opportunity & Affirmative Action

### SECURITY PRODUCTS

- Security Hollow Metal Doors & Frames
- Security Windows
- Security Wall Panel System
- Security Ceiling Systems
- Security Specialty Items

### Forced Entry Ballistic Rated (FE/BR)

### Bullet Resistant Assemblies

### Sound Transmission Classified Door Assemblies (STC)

### Hurricane Rated Products

### Blast resistant products

### Machine Fabricating Capabilities

HMPCO is an Equal Opportunity Company. We have made a commitment to the principle of Equal Opportunity and Affirmative Action. Our responsibility to this principle is based on the belief in equality of opportunity without regard for race, color, sex, religion, national origin, disability or veteran status, including Vietnam era and disabled veterans.

We will recruit, hire, train, and promote persons based on job related criteria. All personnel actions, such as compensation, benefits, transfers, layoffs, returns from layoffs, company sponsored training, apprenticeship, on-the-job training, education, and social and recreational programs will be administered without regard to race, color, sex, religion, national origin, disability, or veteran status, including Vietnam era and disabled veterans.

Employees and applicants are protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation as required by the Veterans Readjustment Act.

It is the policy of the company not to discriminate against any employee or applicant for employment because of physical or mental disability regarding any position for which the employee or applicant for employment is qualified. We agree to take affirmative action to employ, advance in employment and otherwise treat qualified individuals with disabilities without discrimination based upon their physical or mental disability in all employment practices including the following: employment, upgrading, demotion or transfer, recruiting, advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. In carrying out this Affirmative Action Program, the company will make a good faith effort to reasonably accommodate the physical or mental limitations of any associate or applicant for employment unless such accommodation would impose undue hardship on the conduct of our business.

Equal Opportunity will continue to be a fundamental principle of our business. Affirmative Action progress will be monitored by our Internal Auditing System. Managers are accountable for Affirmative Action achievements.

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Equal Opportunity Employer

