

**PHILLIPS SERVICE INDUSTRIES, INC.  
EQUAL EMPLOYMENT OPPORTUNITY POLICY**

It is the policy of Phillips Service Industries, Inc. to:

1. Recruit, hire, train and promote, into all job classifications, the most qualified persons without regard to race, color, national origin, sex, religion, age, disability, or veteran status.
2. Make employment and promotional decisions by utilizing reasonable standards based on the individual's qualifications as they relate to a particular job vacancy and to the furtherance of equal employment opportunity.
3. Ensure that all other personnel actions, such as compensation, benefits, transfers, reductions in force, company-sponsored training, education, tuition assistance, and social and recreation programs will be administered without regard to race, color, national origin, sex, religion, age, disability, or veteran status.

Jeff Tomschin, Vice President, Human Resources, is the designated EEO Coordinator at the company. The EEO Coordinator's responsibility is to implement and to monitor adherence to this policy. Employees should feel free to contact the EEO Coordinator should they experience any problems.

Any employees or applicants with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or the EEO Coordinator. Employees and applicants can raise concerns and make reports without fear of reprisal, harassment, intimidation, threats, coercion, or discrimination because they: (1) file a complaint with Phillips Service Industries, Inc. or with federal, state, or local agencies; (2) assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute; (3) oppose any act or practice made unlawful by federal, state, or local law requiring equal employment opportunity or affirmative action; or (4) exercise any other employment right protected by federal, state, or local law or its implementing regulations.

I personally make my commitment to all of the objectives of equal employment opportunity and expect the cooperation and participation of all employees of the company in achieving these objectives.

10-3-11

Date



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Scott Phillips  
President-Chief Operating Officer