

To: DTI Employees
Subject: Affirmative Action / Equal Employment Opportunity
Date: October 23, 2019

Diversified Technologies, Inc. (“DTI”) has an established Affirmative Action Program which guides the implementation of our Equal Employment Opportunity policy.

DTI has a long-standing commitment to equal employment opportunity to all qualified persons. This policy provides that there shall be no discrimination against applicants or employees because of their race, color, retaliation, ancestry, national origin, sex, gender identity, sexual orientation, age, mental or physical disability, religious or political beliefs, genetics, choice of health insurance, marital status, veteran status, or any other basis prohibited under applicable law. This policy further provides that all employees will be treated without discrimination in all employment decisions during their employment.

I request your cooperation and expect DTI’s managers, and indeed all employees, to support and help implement our Equal Employment Opportunity policy, the Affirmative Action Program, and our related policies for Individuals With Disabilities and Qualified Targeted Veterans. I have delegated the authority for administering this policy to Brian Abbanat, Corporate Administrator, who has my full support for compliance activities. However, I am ultimately responsible for the effectiveness of our Affirmative Action Program. Any employee who feels that he or she has a complaint or is the victim of discrimination is encouraged to report his or her concerns to a supervisor, Brian, or me. Any employee who wishes to avail himself or herself of the benefits of the Affirmative Action Program should contact Brian.

Our Affirmative Action Program, including the plans for Individuals with Disabilities and Qualified Targeted Veterans, is available for employees and applicants to inspect upon request; persons wishing to do so should contact Brian.



Dr. Marcel P.J. Gaudreau, P.E.
President