



Equal Opportunity/Affirmative Action Policy of Aires

Aires commits its resources and ingenuity to equal employment opportunity and affirmative action under Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974. This is a commitment of the Company and of its executive and management personnel.

1. Executive Order 11246

This policy entails opposition to discrimination on the basis of race, color, religion, sex, age, disability, sexual orientation, or national origin, and a pledge to certain positive programs designed to accelerate the processes of equal employment opportunity for minorities and women. Result-oriented programs are embodied in a written Affirmative Action Plan under Executive Order 11246, which is applicable to all jobs.

These programs are in compliance with Executive Order 11246 and the various regulations of the Department of Labor and of the Office of Federal Contract Compliance Programs.

This policy of equal employment opportunity applies to all policies and procedures relating to recruitment and hiring, compensation, benefits, advancement, job training, termination, and all other terms, conditions, and privileges of employment.

Rob O'Donnell, Vice President of Organizational Development, is presently the Affirmative Action Officer for Aires. In this capacity, he is responsible for initiative and leadership in affirmative action, for periodic audit of equal employment opportunity practices, and for coordination of special programs. In this capacity, the Vice President of Organizational Development reports directly to the President.

2. Rehabilitation Act; Veterans' Act

This policy entails opposition to discrimination against the disabled, against veterans, and against disabled veterans, and a pledge to certain positive programs designed to accelerate the processes of equal employment opportunity for qualified disabled individuals and veterans. The result-oriented programs under Section 503 of the Rehabilitation Act of 1972 and under Section 402 of the Vietnam Era Veterans Readjustment Act of 1974 are applicable to all jobs at Aires.

Rob O'Donnell, Vice President of Organizational Development, is presently the Affirmative Action Officer for Aires. In this capacity, he is responsible for initiative and leadership in affirmative action, for periodic audit of equal employment opportunity practices, and for coordination of special programs necessary to implement this Policy. In this capacity, the Vice President of Organizational Development reports directly to the President.

Employees and all applicants are protected from coercion, intimidation, harassment, threats, or discrimination for filing a complaint or assisting in an investigation of the Acts.

The full Affirmative Action Programs for Women, Minorities, and the Disabled and Veterans are available for inspection by employees or applicants for employment in the Human Resources Department on request.

Effective: August 1, 2020 through July 31, 2021

Signed: 
Rob O'Donnell – VP, Org. Development

Signed: 
Bryan Putt - CEO