

# SCOT FORGE



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## NOTICE TO ALL EMPLOYEES AND PROSPECTIVE EMPLOYEES

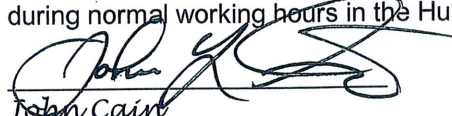
This employer is a Federal contractor subject to Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, Section 503 prohibits job discrimination because of disability by employers holding federal contracts or subcontracts, and requires such employers to take affirmative action to employ and advance in employment qualified individuals with disabilities who, with or without reasonable accommodation, can perform the essential functions of a job. VEVRAA requires government contractors to take affirmative action to employ and advance in employment, when applicable, qualified special disabled veterans and qualified disabled veterans, veterans of the Vietnam era, other protected veterans, one-year recently separated veterans, three-year recently separated veterans, and Armed Forces service medal veterans. This voluntarily self-identification refers to such veterans as "covered" veterans.

If you have a disability or are a covered veteran and would like to be considered under the affirmative action program, please tell us. It would assist us if you tell us about (i) any special methods, skills and procedures which qualify you for positions that you might not otherwise be able to do because of your disability, so that you will be considered for any positions of that kind, and (ii) the accommodations which we could make which would enable you to perform the job properly and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job, provision of personal assistance services, or other accommodations. Our affirmative action program contains policies and procedures that assure compliance with our Section 503 and VEVRAA obligations. You may inform us of your desire to benefit under the program at this time and/or at any time in the future. Whether you choose to so identify, is voluntary on your part.

This employer is also subject to the Americans with Disabilities Act (ADA). Consistent with the ADA, this employer's policy is to provide reasonable accommodation to any individual with a disability who needs such an accommodation to complete the job application process or to perform the job in question. If you need such accommodation, you may request it at any time. Making such a request will not subject you to any adverse treatment.

Submission of this information is voluntary and choosing not to provide it will not subject you to any adverse treatment. Information you submit about your disability will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities and special disabled veterans, and regarding necessary accommodations, (ii) first aid and safety personnel and (iii) Government officials engaged in enforcing the Rehabilitation Act, VEVRAA or the Americans with Disabilities Act (ADA) may be informed. The information provided will be used only in ways that are consistent with Section 503 of the Rehabilitation Act, VEVRAA, and the ADA.

The Company's affirmative action plan may be inspected by employees and applications upon request during normal working hours in the Human Resources office.

  
John Cairn  
President/CEO

We're proud to be 100% Employee Owned — We Care 

PLANTS: Clinton, WI • Franklin Park, IL • New Castle, PA • Spring Grove, IL • Wayne, MI