



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Kansas City Area Office

NOTICE TO EMPLOYEES

This Notice is being posted as part of the remedy agreed to pursuant to a Conciliation Agreement between Florence Corporation and the Equal Employment Opportunity Commission (EEOC).

Federal law requires that there be no discrimination against any employee or applicant for employment because of the individual's race, color, religion, sex, national origin, disability, age (40 and over) or genetic information with respect to hiring, promotion, firing, compensation, or other terms, conditions or privileges of employment.

Florence Corporation supports and will comply with such federal law in all respects and will not take any action against employees because they have exercised their rights under the law.

Florence Corporation will ensure that all management and supervisory employees, as well as any other employees abide by the requirements of their Equal Employment Opportunity, Anti-Discrimination and Harassment policy, and that individuals will not be discriminated against based on their sex.

Any candidate for employment or employee who believes they are a victim of illegal employment discrimination may report the issue to Florence Corporation Management or Human Resources. Applicants and employees also may contact the Equal Employment Opportunity Commission, 400 State Ave., Suite 905, Kansas City, Kansas 66101.

3/30/2021

Date

K. Rene Lammink

Florence Corporation