

HUFCOR Inc.
EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY

It is the policy of HUFCOR Inc. to employ and advance in employment qualified persons without discrimination against any employee or applicant for employment because of race, color, religion, sex, physical or mental disability, national origin, age, sexual orientation, or status as a special disabled veteran, veteran of the Vietnam era, or other protected veteran, or any other characteristic protected by law. I wish to reaffirm and reemphasize that this policy applies throughout the Company.

To effectuate our commitment to this policy, the Company has established Affirmative Action Programs under which we undertake that:

1. We will recruit, hire, train, and promote qualified persons in all job titles, and ensure that all other personnel actions are administered without regard to race, color, religion, sex, physical or mental disability, national origin, age, sexual orientation, or status as a special disabled veteran, veteran of the Vietnam era, or other protected veteran, or any other characteristic protected by law.
2. We will ensure that all employment decisions are based on valid job requirements so as to further the principle of equal employment opportunity.
3. We will ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities.
4. We will ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, Company-sponsored training, education, tuition assistance, social and recreational programs, will be administered without regard to race, color religion, sex, or national origin.
5. We will take affirmative action to employ and advance in employment qualified individuals with a disability and qualified special disabled veterans, veterans of the Vietnam era, and other protected veterans at all levels of employment, including the executive level.
6. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any protected activity or exercised any protected right under equal employment opportunity or affirmative action laws or regulations.

Overall responsibility for the implementation of Affirmative Action Program is assigned to Patricia Whitmore, Vice President of Human Resources. She will audit the implementation of the Company's commitment to affirmative action and will report to me on an annual basis on progress toward achieving the objectives of this policy.



J. Michael Borden
CEO