



EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT

Policy:

The policy of **Mega Rentals, Inc.** prohibits discrimination against any employee or applicant for employment because of age, race, color, gender, religion, handicap, disability status, sexual orientation, marital status, ancestry, use of lawful products, arrest or conviction record, military service membership, national origin, familial status, domestic partnership, gender identity, genetic identity, citizenship status, or credit history. Mega Rentals Inc. does not engage in the practice of unfair honesty testing, or genetic testing. This provision shall include, but not limited to the following: employment, upgrading, demotion, transfer, recruitment, or selection for training. Mega Rentals, Inc. agrees to take affirmative action to ensure equal employment opportunities and a balanced work force.

Primary Responsibility:

Megan Decker, EEO Officer, has overall responsibility for the Mega Rentals, Inc. Equal Employment Opportunity and Affirmative Action Policy and its implementation. The EEO Officer will employ proactive recruitment and advertising techniques, review searches and hiring decisions to ensure consideration of all applicants, assess annually Mega Rentals' workforce to determine areas where additional effort should be made to increase diversity, communicate with employees the companies' EEO expectations and goals. The EEO Officer is available to consult with all employees about matters they believe might involve issues of discrimination or harassment, maintain policies and procedures to prevent discrimination or harassment issues, and resolve issues in accordance with local, state and federal law. The EEO Officer can be contacted at 608-222-2247.

Affirmative Action Goals:

Mega Rentals, Inc. is committed to recruiting and appointing women, minorities, and individuals with disabilities in the same percentages as they are available in the labor market based on the appropriate county

All employees will be advised at the time of employment that we are an Equal Employment Opportunity Employer and that hiring, promotion, demotion, transfer, recruitment, compensation, layoff, training and termination is based on the individual's qualifications.

Plan Dissemination:

Mega Rentals, Inc. will broadly disseminate its affirmative action plan.

Equal opportunity and affirmative action issues will appear on the agenda of staff meetings. These meetings will occur at least semi-annually.

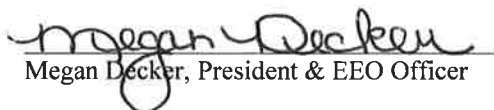
All advertisements for employment will include the phrase EOE/AA.

All employees at Mega Rentals, Inc. have access to this Affirmative Action Plan for review. Any employee wishing to view the plan merely has to ask the EEO Officer for a copy.

Any employee with a complaint regarding the Affirmative Action Plan may file such complaint with the State Equal Rights Office at 201 East Washington Ave, Room A300, Madison, WI 53708, 608.266.6860, or with the Wisconsin Office of Contract Compliance at 310 West Washington Ave, Suite 1115, Milwaukee, WI 53203-2241 414.297.4038.

Internal Monitoring:

The EEO Officer will review the ethnic, gender, and handicapped status of the workforce on a semi-annual basis and report the results at the previously mentioned staff meetings. Affirmative action implementation will be a factor to be considered in the appraisal of the performance of management personnel.


Megan Decker, President & EEO Officer

1/2/19
Date

An Equal Opportunity Employer

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