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EQUAL EMPLOYMENT OPPORTUNITY STATEMENT
(ADOPTED 01/01/2015)

Ark Logistics, LLC provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, Ark Logistics, LLC complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Ark Logistics, LLC expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, veteran status or harassment of any type or nature. Improper interference with the ability of Ark Logistics, LLC's employees to perform their job duties may result in discipline up to and including discharge.