



COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of Sunshine Minting, Inc. that every employee has the right to work in an environment where every person is treated with respect and dignity. We are committed to maintaining a work environment that is free from bias, discrimination, prejudice and harassment. Each manager, supervisor and employee is responsible for carrying out this commitment.

It is the policy of SMI not to discriminate against any employee or applicant for employment because of his/her race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, pregnancy, genetic information, retaliation for protected activity, physical or mental disability, protected veteran status, or any other status protected under applicable federal, state, or local law. It is also the policy of SMI to take affirmative action to employ and to advance in employment all persons regardless of their status, as described above, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, at all levels of employment.

Employees and applicants of SMI shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of VEVRAA, Section 503 of the Rehabilitation Act, as amended or any other Federal, state or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act or practice made unlawful by Section 503, VEVRAA or its implementing regulations in this part or any other Federal, State or local law requiring equal opportunity for disabled persons or protected veterans; or (4) exercising any other right protected by Section 503 or VEVRAA or its implementing regulations in this part.

As President & CEO of SMI, I am committed to the principles of affirmative action and equal employment opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action practices throughout all levels of SMI, I have selected Ken Lawson, Executive Director of Human Resources, as the EEO/AA Coordinator for SMI. One of the EEO/AA Coordinator's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of SMI's programs. Ken Lawson can be reached at (208) 772-9592 and is available to answer any questions on EEO/AA Matters.

In furtherance of SMI's policy regarding affirmative action and equal employment opportunity, SMI has developed written Affirmative Action Programs which set forth the policies, practices and procedures that SMI is committed to in order to ensure that its policy of nondiscrimination and affirmative action, for women and minorities, qualified individuals with disabilities, and protected veterans, is accomplished. These Affirmative Action Programs are available for inspection by any employee or applicant for employment upon request between 8:00 a.m. and 5:00 p.m. at the Human Resource Department. Any questions should be directed to me, your supervisor, or Ken Lawson, EEO/AA Coordinator.