

AMERICANS WITH DISABILITIES ACT POLICY STATEMENT

The company is committed to complying with all applicable provisions of the Americans with Disabilities Act Amendments Act ("ADAAA") as well as Section 503 of the Rehabilitation Act as Amended. It is the company's policy not to discriminate against any qualified employee or applicant with regard to any terms or conditions of employment because of such individual's disability or perceived disability so long as the employee or applicant can perform the essential functions of the job. Consistent with this policy of nondiscrimination, the company will provide reasonable accommodations to a qualified individual with a disability, as defined by ADAAA, who has made the company aware of his or her disability, provided that such accommodation does not constitute an undue hardship on the company.

Employees or applicants with a disability who believe they need a reasonable accommodation to perform the essential functions of their job should contact the Human Resources Department. Fabick Cat encourages individuals with disabilities to come forward and request reasonable accommodation.

PROCEDURE FOR REQUESTING AN ACCOMMODATION

On receipt of an accommodation request, a member of the Human Resources Department and your supervisor will meet with you to discuss and identify the precise limitations resulting from the disability and the potential accommodation that Fabick Cat might make to help overcome those limitations. Fabick Cat will determine the feasibility of the requested accommodation considering various factors, including, but not limited to, the nature and cost of the accommodation, the availability of tax credits and deductions, outside funding, Fabick Cat's overall financial resources and organization, and the accommodation's impact on the operation of the company, including its impact on the ability of other employees to perform their duties and on Fabick Cat's ability to conduct business.

Fabick Cat will inform the employee or applicant of its decision on the accommodation request or on how to make the accommodation. If the accommodation request is denied, the employee or applicant will be advised of their right to appeal the decision by submitting a written statement to the VP of Human Resources explaining the reasons for the request. If the request on appeal is denied, that decision is final.

The ADAAA does not require Fabick Cat to make the best possible accommodation, to reallocate essential job functions, or to provide personal use items (i.e., eyeglasses, hearing aids, wheelchairs, etc.).

An employee or job applicant who has questions regarding this policy or believes that they have been discriminated against based on a disability should notify the Human Resources Department. All such inquiries or complaints will be treated as confidential to the extent permissible by law.