

REAFFIRMATION OF EEO POLICYISSUANCE OF WRITTEN EQUAL EMPLOYMENTPOLICY STATEMENT AND AFFIRMATIVE ACTION COMMITMENT

NESCO Service Company and its applicable affiliates comply with all Affirmative Action Policies and all referrals are made without regard to age, face, creed, color, sex, religion, national origin, or physical disabled or Vietnam ERA and Special Disabled Veterans status.

NESCO Service Company and its applicable affiliates comply with the Americans with Disabilities Act of 1990 as amended. "Under the ADA (Interpretive Bulletin, Federal Register, Vol. 56. No. 144, July 26, 1991, Page 35746), an employer or other covered entity may not do through a contractual or other relationship what is prohibited by law from doing directly. An employer whose employees provide services to others, like an employer whose employees are not discriminated against on the basis of disability."

We strongly believe that an applicant's qualifications for and attitude toward a position should be the only criteria used for placement of employees.

NESCO Service Company and its affiliates will provide equal opportunity for employment consistent with valid requirements for a given position or classification.

NESCO Service Company and its affiliates will provide promotional opportunities to all employees on an equal basis by imposing only valid job requirements for promotional opportunities.

We believe that people are interested in progressing and improving their skills in order to contribute to the growth of this country. We encourage employees to participate in self-improvement programs, education, social and community programs.

John R. Tomsich : Signature

3/17/05 : Date

John R. Tomsich  
President