



Swank Associated Companies, Inc.

200 Hunt Valley Road
New Kensington, PA 15068
(724) 335-6000 Fax (724) 335-3834

An Equal Employment Opportunity Company

Ronald J. Hags
EEO Officer

EEO POLICY STATEMENT

IT IS THE POLICY OF THIS COMPANY TO ASSURE THAT APPLICANTS ARE EMPLOYED, AND THAT EMPLOYEES ARE TREATED DURING EMPLOYMENT, WITHOUT REGARD TO THEIR RACE, RELIGION, SEX, COLOR, ANCESTRY, NATIONAL ORIGIN, AGE, DISABILITY, SEXUAL ORIENTATION, UNION MEMBERSHIP, OR ANY OTHER BASIS PROHIBITED BY LAW, SUCH ACTION SHALL INCLUDE: EMPLOYMENT, UPGRADING, DEMOTION, OR TRANSFER; RECRUITMENT OR RECRUITMENT ADVERTISING; LAYOFF OR TERMINATION; RATES OF PAY OR OTHER FORMS OF COMPENSATION; AND SELECTION FOR TRAINING, INCLUDING APPRENTICESHIP, PRE-APPRENTICESHIP, AND/OR ON-THE-JOB TRAINING.

IF THERE ARE ANY QUESTIONS CONCERNING THIS POLICY, PLEASE CONTACT THE EQUAL OPPORTUNITY OFFICER:

NAME: RONALD J. HAGS
ADDRESS: 200 HUNT VALLEY ROAD
NEW KENSINGTON, PA 15068
TELEPHONE: 724-335-6000

SIGNATURE: 

TITLE: EEO Officer
DATE: Monday, November 21, 2005