



Swank Associated Companies, Inc.
200 Hunt Valley Road
New Kensington, PA 15068
(724) 335-6000 Fax (724) 335-3834

MINORITY AND FEMALE REFERRAL NOTICE

Swank Associated Companies, Inc. is an equal opportunity employer and as such, we encourage our employees to recruit qualified minority and female applicants for employment.

Refer applicants for employment in accordance with our current employment procedures to our Equal Opportunity Officer as listed below:

NAME: Ronald J. Hags

ADDRESS: 200 Hunt Valley Road

New Kensington, PA 15068

TELEPHONE: (724) 335-6000

SIGNATURE: 

TITLE: EEO Officer

DATE: 11/21/05

An Equal Employment Opportunity Company