



## **MEDICAL TECHNOLOGY INDUSTRIES POLICY STATEMENT ON BEHALF OF INDIVIDUALS WITH A DISABILITY**

To provide equal employment and advancement opportunities to all individuals, employment decisions at Medical Technology Industries (MTI) will be based on merit, qualifications and abilities. It has been and shall continue to be both the official policy and the commitment of MTI to further equal employment opportunities for all persons regardless of, among other characteristics, disability. MTI's EEO policy, as well as its affirmative action obligations, includes the full and complete support of MTI, including Mr. Jeffrey Baker, Chief Executive Officer. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits, training and employee activities.

MTI will recruit, hire, train and promote persons in all job titles, and ensure that all other personnel actions are administered without regard to disability; and MTI will ensure that all employment decisions are based only on valid job requirements.

Furthermore, MTI will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship.

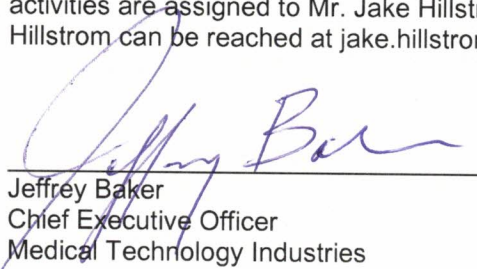
MTI prohibits harassment of any individual on the basis of disability. Job seekers, applicants and employees shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities, among others:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Section 503 or any other Federal, state or local law requiring equal opportunity for individuals with disabilities;
3. Opposing any act or practice made unlawful by Section 503 or its implementing regulations at 41 CFR § 60-741, or any other Federal, state or local law requiring equal opportunity for individuals with disabilities; or
4. Exercising any other right protected by Section 503 or its implementing regulations under 41 CFR § 60-741.

For information regarding MTI's internal policies addressing complaints of harassment, please refer to the Company's Policy Against Harassment.

Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of Mr. Jake Hillstrom, MTI Human Resources Manager or Mr. Jeffrey Baker, MTI Chief Executive Officer.

MTI remains committed to respond to any specific complaints job seekers, applicants or employees may file with MTI's Human Resources/Equal Employment Opportunity office. Overall responsibility for the implementation of MTI's equal employment opportunity programs and for affirmative action compliance activities are assigned to Mr. Jake Hillstrom Human Resources Manager and EEO Coordinator. Mr. Hillstrom can be reached at [jake.hillstrom@mti.net](mailto:jake.hillstrom@mti.net) or 801-875-4910.



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Jeffrey Baker  
Chief Executive Officer  
Medical Technology Industries