



## **MEDICAL TECHNOLOGY INDUSTRIES POLICY STATEMENT ON BEHALF OF PROTECTED VETERANS**

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, an individual's status as a protected veteran. MTI's Equal Employment Opportunity 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 protected veteran status; and MTI will ensure that all employment decisions are based only on valid job requirements.

It is MTI's policy to not discriminate on the basis of a person's relationship or association with a protected veteran. This commitment to non-discrimination includes spouses and other family members. MTI will safeguard the fair and equitable treatment of protected veteran spouses and family members with regard to all employment actions and prohibit harassment of job seekers, applicants and employees because of their relationship or association with a protected veteran.

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

MTI prohibits harassment of any individual on the basis of protected veteran status. Employees and job seekers 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 the affirmative action provisions of VEVRAA or any other Federal, state or local law requiring equal opportunity for protected veterans;
3. Opposing any act or practice made unlawful by VEVRAA or its implementing regulations at 41 CFR § 60-300, or any other Federal, state or local law requiring equal opportunity for protected veterans; or
4. Exercising any other right protected by VEVRAA or its implementing regulations under 41 CFR § 60-300.

For information regarding MTI's internal policies addressing complaints of harassment, please refer to MTI'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. Employees may raise concerns and make reports without fear of reprisal, harassment, intimidation, threats, coercion or discrimination because they:

1. File a complaint with MTI or with federal, state, or local agencies;
2. Assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state or local equal employment opportunity or affirmative action statute;

3. Oppose any act or practice made unlawful by federal, state or local law requiring equal employment opportunity or affirmative action; or
4. Exercise any other employment right protected by federal, state or local law or its implementing regulations.

MTI remains committed to respond to any specific concerns job seekers, applicants or employees may file with the 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 Resource 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