

APPENDIX A

NOTICE

1. Rheem Manufacturing Company (hereinafter "Rheem") has agreed as part of a settlement with the EEOC to post this notice of three months to reinforce the company's policies concerning the Americans with Disabilities Act.
2. As part of the settlement, Rheem has agreed to train its manager and supervisors in the prevention of disability discrimination in the workplace.
3. Rheem is committed to complying with the Americans with Disabilities Act. It is the policy of Rheem to comply with the Americans with Disabilities Act. Rheem reiterates its obligation to provide reasonable accommodations to any employee with a disability as required by the Americans with Disabilities Act, as amended.
4. Rheem will not take any action against employees because they have exercised their rights under the law by filing charges with the Equal Employment Opportunity Commission and/or testified, assisted, or participated in any manner in any investigation, proceeding, or hearing under the Americans with Disabilities Act.
5. If you believe that you have been discriminated against because of your disability, or due to retaliation, you may contact the Equal Employment Opportunity Commission (EEOC) at the following national toll free number: 1-800-669-4000. If you have a TTY device for hearing impaired: TTY Number is 1-800-669-6820. You may also contact the EEOC's Little Rock Area Office at the following number: 1-501-324-5014 (TTY).

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for three months from the date below, and must not be altered, defaced, or covered by any material.

DOYLE THRESHER
Plant Manager

DON RAINES
Labor Relations Manager