



Equal Employment Opportunity/Affirmative Action Policy Statement from the President

It is the policy of Twin City Fan Companies, Ltd. to provide equal employment opportunity to all individuals regardless of their race, creed, color, religion, gender, age, national origin, disability, veteran status, genetic information or any other characteristic protected by federal, state or local law. We are strongly committed to this policy and believe in the concept and spirit of the law.

Twin City Fan Companies, Ltd. is further committed to assuring that employment decisions are based on valid job requirements. In addition, all personnel actions, such as recruiting, hiring, training, promotion, compensation, benefits, transfers, layoffs and termination are administered fairly to all persons on an equal opportunity basis, without discrimination on the basis of protected categories named above.

Twin City Fan Companies, Ltd. will not tolerate employees and applicants to be subjected to harassment, intimidation, threats, coercion or retaliation because they engaged or may engage in filing a complaint or assisted in a review, investigation or hearing related to any federal, state or local law requiring equal employment opportunity; or because they opposed any act deemed unlawful under the law.

As a Senior Executive of Twin City Fan Companies, Ltd. I am committed to the principles of affirmative action and equal employment opportunity. I have selected Jacey Cassem to serve as the company's Equal Opportunity Officer, who has overall responsibility for assuring compliance with this policy. In addition, Jacey Cassem will establish and maintain an internal audit and reporting system to allow for effective management of our programs.

Twin City Fan Companies, Ltd. maintains affirmative action plans for minorities, women, individuals with disabilities and veterans. Any questions regarding these plans or the company's equal opportunity policy should be directed to Jacey Cassem who is responsible for the implementation of the plan. All employees are responsible for supporting the concept of equal employment opportunity and affirmative action and assisting and cooperating in meeting our plan goals.

If you wish to view these plans, contact Jacey Cassem during normal business hours and arrangements will be made for the areas of the plan available for inspection under the law.

Michael Barry
Twin City Fan Companies, Ltd.
June 2, 2014