



Americans with Disabilities Act (ADA) and Reasonable Accommodation

METCOR/LSI is committed to complying fully with the Americans with the Disabilities Act (ADA) and ensuring equal opportunity in employment for qualified persons with disabilities. All employment practices and activities are conducted on a non-discriminatory basis.

Reasonable accommodation is available to all employees with disabilities, where the disability affects the performance of job functions. All employment decisions are based on the merits of the situation in accordance with defined criteria, not the disability of the individual.

If an employee is considered a qualified individual with disability, he/she is entitled to equal pay and other forms of compensation (or changes in compensation), as well as in job assignments, classifications, organizational structures, position descriptions, lines of progression, and seniority lists. Disability leave of all types will be available to all employees on an equal basis.

METCOR/LSI is also committed to not discriminating against any qualified employees or applicants because they are related to or associated with a person with a disability. METCOR/LSI will follow any state or local law that provides individuals with disabilities greater protection than the ADA.

This policy is neither exhaustive nor exclusive. METCOR/LSI is committed to taking all other actions necessary to ensure equal employment opportunity for persons with disabilities in accordance with the ADA and all other applicable federal, state, and local laws.