



ROCK ROAD COMPANIES, INC.
SINCE 1913

301 W B-R Townline Rd | PO Box 1818
Janesville, WI 53547-1818
P 608.752.8944 | F 608.365.8146
www.rockroads.com

January 24th, 2024

To: All Employees

Rock Road Companies, Inc. hereby reaffirms its commitment to Equal Employment Opportunity for all qualified persons without regard to actual or perceived race (including traits associated with race, such as hair texture and protective hairstyles (e.g., braids, locks and twists)), color, sex (including married women and unmarried mothers), religion, age (40 or older), national origin, ancestry, marital status, protective order status, disability, military status, unfavorable discharge from military service, sexual orientation (including actual or perceived orientation and gender identity), citizenship status or work authorization status, genetic information, ancestry, pregnancy (including childbirth or medical or common conditions related to pregnancy or childbirth, past pregnancy condition and the potential or intention to become pregnant), certain arrest or criminal history records, homelessness (i.e., lack of a permanent mailing address or a mailing address that is a shelter or social services provider), HIV status, use of lawful products outside of work during nonworking hours, or any other protected classification under applicable federal, state and local laws governing nondiscrimination. To this end, we have adopted and pledge our full support to our Company policy on Equal Employment Opportunity. A copy of the Company's EEO policy accompanies this letter.

We firmly believe that Equal Employment Opportunity can only be achieved through demonstrated leadership and aggressive implementation of our policy. It is imperative that employees make all personnel decisions in accordance with our Company's policies, practices, and procedures. The EEO policy must be carried out in spirit as well as in letter to assure that Equal Employment Opportunity is available to all. We further expect all employees to demonstrate sensitivity to and respect for other employees.

I have designated Tiffany Adleman as the Company's Equal Employment Opportunity Officer and have charged her with the responsibility to maintain the necessary programs, records, and reports to comply with all government regulations, including the maintenance of monitoring procedures for our policy objectives.

Just as we all share the responsibility for meeting the challenges of our business objectives, each of us must assume the leading role in making our EEO policy work effectively.

ROCK ROAD COMPANIES, INC.

Robert J. Kennedy, Jr.
Chief Executive Officer