



January 1, 2020

AFFIRMATIVE ACTION FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

Rexnord is a Government Contractor subject to:

- Section 503 of the Rehabilitation Act of 1973, which requires us to take affirmative action to employ and advance in employment qualified disabled individuals, and
- The Vietnam Era Veterans' Readjustment Assistance Act of 1974, which requires us to take affirmative action to employ and advance in employment qualified protected veterans. Protected veterans are:
 - Recently separated veterans
 - Disabled veterans
 - Armed Forces service metal veterans
 - Active duty wartime or campaign badge veterans

If you have a disability and/or are protected veteran and would like to be considered under our affirmative action programs, please let us know by informing Human Resources and completing an invitation to self-identify.

Submission of this information is voluntary and refusal to provide it will not subject you to discharge or disciplinary treatment. Information obtained concerning individuals will be kept confidential except that (i) supervisors and managers may be informed regarding any restrictions on the work or duties of disabled individuals or disabled veterans, and any necessary accommodations, (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment, and (iii) government officials investigating compliance with the Acts shall be informed.

If you are a disabled individual or a disabled veteran, it would assist us if you tell us about (1) any special methods, skills, and procedures which qualify you for positions that you might not otherwise be able to do because of your disability, so that you will be considered for a position of that kind, and (2) the reasonable accommodations which we could make which would enable you to perform the job properly and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job, or other reasonable accommodations.

Copies of our Disabled Individual and our Protected Veterans Affirmative Action Plans are available for inspection during regular business hours in the Human Resources Department.

A handwritten signature in black ink, appearing to read "Todd A. Adams".

Todd A. Adams
President & CEO