

EQUAL EMPLOYMENT POLICY STATEMENT

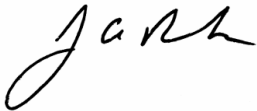
The position of Allied Systems regarding equal employment opportunity has been previously stated and is hereby reaffirmed as follows:

It is the policy of Allied Systems to provide equal employment opportunity without regard to race, color, religion, sex, national origin, age or disability. In this regard, the Company shall:

1. Recruit, hire, train, and promote persons in all job titles, without regard to race, color, religion, age, sex (except where age or sex is a bona fide occupational qualification), national origin or disability;
2. Base employment decisions so as to further the principle of equal employment opportunity.
3. Ensure that promotion and transfer decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotion and transfer opportunities.
4. Ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoffs, Company-sponsored training, education, tuition assistance, social and recreational programs, will be administered without regard to race, color, religion, age, sex, national origin or disability;

This policy is periodically brought to the attention of the supervisory work force and is administered with a positive attitude. To ensure effective implementation of this policy, overall responsibility for its success has been assigned to EEO Officer, Dave McCart.

However, it remains the responsibility of all supervisors to ensure the affirmative implementation of this policy.



Jeff Rink, President