



EEO COMPLIANCE/STATEMENTS

EEO Statement

Consolidated Metco is an equal opportunity employer. Consolidated Metco provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, amnesty or status as a covered veteran in accordance with applicable federal, state and local laws (“Protected Characteristics”). ConMet complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Fair Wages

Ensuring fair wages is an important Company value. Accordingly, the Company will not pay wages to any employee at a rate less than the Company pays to other employees for work that is substantially equivalent and requires comparable skills unless a bona fide factor justifies a pay differential. The Company prohibits pay disparity based on Protected Characteristics or prior salary history. The Company prohibits retaliation against employees for discussing compensation.

Employment Information Validation

When offered employment in the United States, prospective Consolidated Metco employees will be asked to complete a drug screen, physical and background check. The background check includes employment verification, a criminal background check, and, if relevant, verification that educational degrees are conferred from accredited institutions and professional certifications are current. Proof of identity and legal authorization to work are asked for upon reporting to work. Consolidated Metco participates in E-Verify.

Use the links provided below to download full PDF brochures for each item below.

[E-Verify Right to Work Poster](#)

[E-Verify Right to Work Poster \(Español\)](#)

[This Employer Participates in E-Verify](#)

[Equal Employment Opportunity is the Law](#)

[Equal Employment Opportunity is the Law \(Español\)](#)

[Equal Employment Opportunity is the Law Poster Supplement](#)

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