



January, 2015

To Whom It May Concern:

Please be advised that Caldwell Tanks, Inc. or the applicable affiliate is a covered federal contractor and must comply with certain affirmative action efforts. Also, pursuant to 41 C.F.R. s 60-300.44 (f) (i) (ii), implementing 38 U.S.C. s 4212, a portion of the Vietnam Era Veterans Readjustment Assistance of 1974, and 41 C.F.R. s 60-741.44 (f) (i) (ii), implementing Section 503 of the Rehabilitation Act of 1973; Caldwell Tanks, Inc. or the applicable affiliate must send you written notification of our affirmative action efforts on behalf of protected veterans and individuals with disabilities.

Our affirmative action efforts and goals related to protected veterans and individuals with disability are set out and described in our Affirmative Action Plan. This AAP reaffirms the commitment of our Company to provide equal employment opportunity for employees and applicants in all terms and conditions of employment and to take affirmative action to employ and advance in employment protected veterans and individuals with disabilities. If you wish to review a copy of the Plan, please contact Gina Franke (gfranke@caldwelltanks.com), Human Resources Manager, and we will provide you the same.

Regards,

Caldwell Tanks, Inc.