

## Exhibit A

### NOTICE TO ALL EMPLOYEES

#### **THIS NOTICE IS BEING POSTED PURSUANT TO AN AGREEMENT BETWEEN STEVENS TRANSPORT, INC. AND THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

Federal law prohibits discrimination against any employee or applicant for employment because of the individual's race, color, religion, sex, national origin, age (40 and over) or disability, with respect to hiring, promotion, firing, compensation, accommodation or other terms, conditions or privileges of employment. Federal law also prohibits retaliation against any employee who files a charge of discrimination, or who cooperates with the government's investigation of a charge.

Federal law also prohibits an employer from discriminating against qualified applicants and employees on the basis of disability. Under the Americans With Disabilities Act ("ADA"), an individual with a disability is a person who has (a) a physical or mental impairment that substantially limits one or more major life activities; (b) a record of an impairment or (c) is regarded as having such an impairment. The ADA also prohibits discrimination against a person because of their association or relationship with an individual with a known disability. This prohibition covers all aspects of the employment process, including:

- |                        |                        |
|------------------------|------------------------|
| * application          | * promotion            |
| * testing              | * medical examinations |
| * hiring               | * layoff/recall        |
| * assignments          | * termination          |
| * evaluation           | * compensation         |
| * disciplinary actions | * leave                |

It is the policy of Stevens Transport, Inc. that harassment of employees with disabilities is strictly prohibited, as it undermines the integrity of the employment relationship.

Furthermore, under the ADA an employer must make a reasonable accommodation to the known physical or mental limitations of a qualified applicant or employee with a disability unless that employer can show that the accommodation would cause an undue hardship on the operation of its business. Some examples of reasonable accommodation include:

- Leave;
- Making existing facilities used by employees readily accessible to, and usable by, an individual with a disability;
- Job restructuring;
- Modifying a work schedule;
- Reassignment to a vacant position;
- Acquiring or modifying equipment or devices; and,
- Providing qualified readers or sign language interpreters.

It is Stevens Transport, Inc.'s policy that applicants **may not be asked** about their prior use of medical leave (including but not limited to leave taken under the Family and Medical Leave Act (FMLA)). Stevens Transport, Inc. affirms that it is a violation under the ADA to screen out applicants based on their prior use of medical leave (including but not limited to leave taken under the FMLA).

Each supervisor has a responsibility to maintain a workplace free of discrimination. This duty includes discussing Stevens Transport, Inc.'s anti-discrimination policy with all employees and assuring them that they will not endure unequal treatment because of their race, color, sex, national origin, religion, age or disability, and reporting incidents involving discrimination. It also prohibits basing hiring and/or termination decisions on a person's race, color, sex, national origin, religion, age or disability, or because a person has complained of discrimination. Retaliation against individuals who raise concerns of discrimination is strictly prohibited.

An employee can, and is encouraged to, report allegations of discrimination in the workplace. An employee may do so by notifying Stevens Transport, Inc.'s Human Resources Manager at 972-216-9000, ext. 1315. Employees who do not wish to notify the Human Resources Manager may instead report to any supervisor or manager. Supervisors and managers who are informed of a complaint or allegation of discrimination must immediately notify the Human Resources Manager or the company's General Counsel at 972-216-9000 ext. 1312. An employee, either alternatively or in addition to reporting such an allegation to Stevens Transport, Inc.'s management, may contact the Equal Employment Opportunity Commission for the purposes of filing a charge of employment discrimination. The address and telephone number of the nearest EEOC office is 207 South Houston Street, Third Floor, Dallas, Texas 75202; (972) 918-3649.

Any report of discrimination will be thoroughly investigated, with appropriate disciplinary action, up to and including termination, be taken against any person(s) found to have engaged in such conduct.

THIS NOTICE WILL REMAIN POSTED FOR A PERIOD OF THREE (3) YEARS AND NOT BE ALTERED, DEFACED, OR COVERED BY ANY OTHER MATERIAL.

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Date

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Stevens Transport, Inc.