



Notice to Employees

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Mohawk Industries that no employee or applicant will be discriminated against because of race, color, religion, sex, gender identity, transgender status, pregnancy, sex stereotyping, national origin, age, marital status, sexual orientation, disability or because he or she is a disabled veteran or a veteran of the Vietnam Era. This Company will consider all individuals for any position for which they are qualified and recruitment, placement, upgrading, training, promotion, transfer, separation, recall, compensation, benefits, education, recreation, and all other conditions or privileges of employment without regard to race, color, religion, sex, gender identity, transgender status, pregnancy, sex stereotyping, national origin, age, marital status, sexual orientation, disability or veteran status.

Mohawk is a government contractor and is subject to Executive Order #11246, Section 503 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 which require government contractors to take affirmative action to employ and advance in employment qualified minorities, women, persons with disabilities and disabled veterans and veterans of the Vietnam Era.

An individual with a disability is a person who has a physical or mental impairment that substantially limits one or more of such person's major life activities. If you have such a disability or are a disabled veteran and want to be considered under the Affirmative Action Programs or if you have questions about the programs, please contact your EEO Coordinator. Submission of this information is voluntary and refusal to provide it will not subject you to discharge or disciplinary action. Information obtained concerning individuals will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities, and regarding necessary accommodations, (ii) medical 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.

Mohawk has developed written site-specific Affirmative Action Plans for minorities, women, people with disabilities and disabled veterans of the Vietnam Era. The Plans are available for review during regular business hours. Mohawk's Human Resources Department is responsible for administering the Affirmative Action Programs. The Human Resources Department is also responsible for conducting an analysis of all personnel actions to ensure equal opportunity and for submitting reports to me on the progress of our equal opportunity efforts. Employees or applicants who feel they have been discriminated against should contact the Human Resources Department.

Sexual harassment or any other kind of harassment will not be tolerated by this Company.

The support of all employees in accomplishing equal employment opportunities is requested.

Jeff Lorberbaum, Chairman & CEO
Mohawk Industries, Inc.