



#### Anti-Discrimination and Harassment

All persons involved in the operations of Discount Tire Co./America's Tire Co. are prohibited from engaging in unlawful discrimination or harassment based on race, color, religion, sex, age, national origin or ancestry, physical or mental disability or veteran status, as well as any other category protected by Federal, state or local laws. This policy applies to employees, customers, vendors and any other individuals who contact, or who are contacted by, Discount Tire Co./America's Tire Co.

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Signature

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Printed Name

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Date