



SAVE THE VIEW.

Acknowledgment of Religious and Political Foundation

While all employees are welcomed regardless of religious affiliation, all TEXAS RAILING SYSTEMS employees should be aware that TEXAS RAILING SYSTEMS was founded upon conservative Judeo-Christian beliefs, values, and principles. All TEXAS RAILING SYSTEMS employees should also understand that such religious and political beliefs, values, and principles may be referenced or expressed from time to time during TEXAS RAILING SYSTEMS events through, for example, speeches, prayer, or moments of silence; within TEXAS RAILING SYSTEMS literature or correspondence; or otherwise through the thoughts, opinions, and statements of TEXAS RAILING SYSTEMS.

All TEXAS RAILING SYSTEMS employees have the right to refuse to participate in any activities reflecting or representing the religious or political beliefs, values, and principles of TEXAS RAILING SYSTEMS, as well as the right to disagree with any thoughts, opinions, or statements reflecting such beliefs, values, and principles.

In accordance with its EEO Policy and applicable law, TEXAS RAILING SYSTEMS shall not discriminate against, retaliate against, or otherwise harass any employee for exercising these rights.

Wayne Uecker, President

Signature

Date

Printed Name

Date