



13.8 IMMIGRATION REFORM AND CONTROL ACT OF 1986

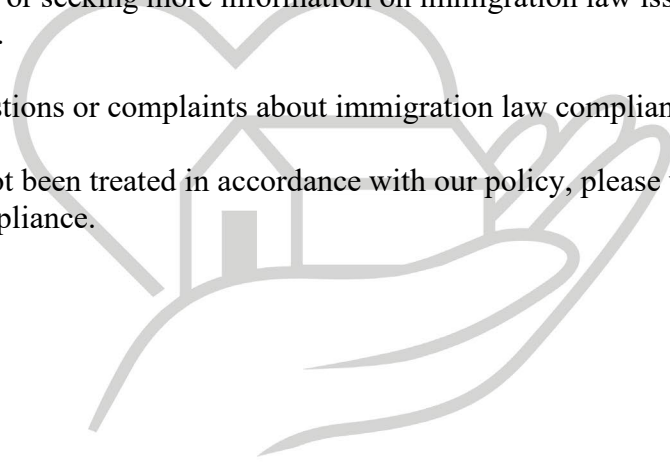
LADD is committed to full compliance with the federal immigration laws and will not knowingly hire or continue to employ anyone who does not have the legal right to work in the United States.

In compliance with the Immigration Reform and Control Act of 1986, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present required documentation as indicated on the I-9 establishing identity and employment eligibility. LADD utilizes E-Verify to validate eligibility.

Employees with questions or seeking more information on immigration law issues are encouraged to contact Human Resources.

Employees may raise questions or complaints about immigration law compliance without fear of reprisal.

If you believe you have not been treated in accordance with our policy, please view the Complaint Policy or contact Corporate Compliance.



LADD

WE MAKE THE DIFFERENCE