



REAFFIRMATION OF EQUAL EMPLOYMENT/AFFIRMATIVE ACTION STATEMENT

The Company is committed to equal employment opportunity and has developed and maintains a written affirmative action program covering this facility. As the company's Chief Executive Officer, I fully support this affirmative action program.

As part of the Company's commitment to equal employment opportunity, it will recruit, hire, train and promote persons in all job titles and ensure that all personnel actions are administered without regard to race, color, religion, sex, national origin, age, disability, genetic information, sexual orientation, gender identity, protected veteran status, or other protected personal or physical characteristics, and ensure that all employment decisions are based on job requirements. Employees and applicants shall not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:

1. Filing of a complaint; or
2. Assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (VEVRAA), Section 503 of the Rehabilitation Act of 1973, as amended (Section 503), Executive Order 11246, or any other Federal, state or local law requiring equal opportunity for women, minorities, veterans, or disabled individuals; or
3. Opposing any act or practice made unlawful by VEVRAA, Section 503, Executive Order 11246, or any of their implementing regulations, or any other Federal, state, or local law requiring equal opportunity for women, minorities, veterans, or disabled individuals; or
4. Exercising any other right protected by VEVRAA, Section 503, Executive Order 11246, or their implementing regulations.

Effective implementation and continuing administration of this policy and your facility's Affirmative Action Program will be the direct responsibility of your facility manager and Human Resources Business Partner, with additional assistance from Ashland's Human Resources Department. This includes ensuring that the coordination, direction and review of equal employment opportunity policies, practices and programs are accomplished, and that senior management receives periodic reports on our equal employment efforts.

All supervisory personnel should make special efforts to assure that all employees reporting to them understand and effectively implement the policy. Supervisory employees will be evaluated on their adherence and commitment to our policy.

The Company does not condone and will not tolerate the harassment of any employee placed through our affirmative action efforts. In addition it is a violation of Company policy for any employee to engage in sexual harassment.

Complaints of discrimination or harassment of any type, including sexual harassment, in violation of this policy should be immediately brought to the attention of a member of your facility's management, your Human Resources representative and/or Ashland's Employee Helpline at 1-800-ASHLAND (1-800-274-5263).

The Affirmative Action Plan for this facility may be reviewed by contacting:

Name: _____ Telephone No. _____

We must all realize that it is the responsibility of each and every employee of the Company to give our policy of equal employment opportunity real meaning and full support.



William A. Wulfsohn
 Chairman and Chief Executive Officer