



NOTICE TO ALL APPLICANTS AND EMPLOYEES

Inspection of AAP

Noble Oil Services, Inc. is a Federal government contractor or subcontractor.

As a part of our obligations under law, we must develop a written Affirmative Action Program for Individuals with Disabilities and for Disabled Veterans, Recently Separated Veterans, Active Duty Wartime or Campaign Badge Veterans, and Armed Forces Service Medal Veterans as specified by law.

This AAP is available for inspection by applicants and employees in the Human Resources Office during normal business hours.

Policy Statement

Noble Oil has posted and otherwise published its Equal Employment Opportunity and Affirmative Action Policy. Incorporated by reference into that policy, as required by regulations covering certain military veterans and individuals with disabilities, is the following additional provision for such persons.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) Filing a complaint; (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), or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, and Armed Forces service medal veterans, or related to the administration of section 503 of the Rehabilitation Act of 1973, as amended or other Federal, state or local law requiring equal opportunity for disabled persons, or related to the administration of other equal employment opportunities laws; or (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for veterans covered by these laws or made unlawful by Section 503 or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for disabled persons or any other equal employment opportunities law; or (4) Exercising any other right protected by VEVRAA or its implementing regulations in this part or other right protected by section 503 or its implementing regulations in this part or any other equal employment opportunities law.

See also Noble Oil's Harassment Policy covering all employees and forbidding harassment.