




Monument Chemical Kentucky  
2450 Olin Road  
Brandenburg, KY 40108

**Subject: Kelli Richard designated as Equal Employment Opportunity Coordinator**

Kelli Richard, HR Generalist, serves as Monument Chemical's EEO Coordinator responsible for implementing and updating the Affirmative Action Program annually. That responsibility includes, but is not limited to the following:

1. Developing equal employment opportunity policy statements, Affirmative Action Programs and internal and external communication procedures.
2. Assisting in the identification of Affirmative Action Program and equal employment opportunity problem areas, if any;
3. Assisting management in arriving at effective solutions to Affirmative Action Program and equal employment opportunity problems, if any;
4. Developing and implementing monitoring and reporting systems to measure effectiveness of the Affirmative Action Program and the degree to which goals and objectives are met, and to identify the need for remedial action, if any;
5. Reviewing the results of Monument Chemical's monitoring and reporting system with management and advising top management of program effectiveness;
6. Auditing the contents of the Company's bulletin board to ensure compliance information is posted and up-to-date; and
7. Serving as liaison between the facility and affirmative action and equal employment opportunity enforcement agencies.

Kelli Richard has the authority, resources, support of and access to top management to ensure the effective implementation of the Affirmative Action Program. Developing, modifying and maintaining written affirmative action plans (AAPs), in compliance with the applicable rules and regulations of the OFCCP.

  
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Ken Babcock  
Site Leader

June 1, 2021 – May 31, 2022  
Plan Year