



**Notice of Nondiscrimination Under The Americans With Disabilities Act
and Section 504 of The Rehabilitation Act of 1973**

Pursuant to Title II of the Americans with Disabilities Act as amended (ADA) of 1990 (42 U.S.C. §§12101 et seq.) and Section 504 of the Rehabilitation Act of 1973, as amended (Section 504) (29 U.S.C. §794) and implementing regulations found in 28 CFR 35 and 49 CFR 27, Fluid Waste Services, Inc. does not discriminate against qualified individuals with disabilities in its policies, or in the admission of, access to, treatment of or employment in its programs, services or activities.

Upon request, Fluid Waste Services, Inc. will use its best efforts to provide appropriate auxiliary aids and services to facilitate effective communication for qualified persons with disabilities so that they have an equal opportunity to obtain the same result, to gain the same benefit or to reach the same level of achievement as provided to others. These efforts may include providing qualified sign language interpreters, Brailled documents, and other products and services to make communications accessible to individuals with speech, hearing and vision impairments.

Upon request, Fluid Waste Services, Inc. will make reasonable modifications to policies and programs to ensure that qualified individuals with disabilities have an equal opportunity to enjoy its programs and activities. Fluid Waste Services, Inc. is not required to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

Fluid Waste Services, Inc. will not place a surcharge on qualified individuals with disabilities to cover the cost of providing auxiliary aids, services or reasonable modifications of policies.

Inquiries or complaints regarding Section 504 or the ADA should be directed to Sally Roberts, Title VI/ADA Program Coordinator, (317) 773-7996, sroberts@fluidwaste.com. Fluid Waste Services, Inc. will investigate all complaints in accordance with FWS's Title VI compliant process, which is also used for ADA complaints, and promptly take any remedial action deemed necessary to provide an equitable resolution to overcome the effects of a substantiated violation.

Margo McAuley

Margo McAuley (May 8, 2026 11:51:23 EDT)

Executive Vice President

08/05/2026

Date

08/05/2026