



### **Accessibility Assistance**

If you are an individual with a disability and need assistance completing the online application, please call 865-272-8400, Ext. 1111. Please leave a message and a member of our Human Resources team will return your call within three business days. Alternatively, an email may be sent to [HumanResources@bgs-llc.com](mailto:HumanResources@bgs-llc.com). “Applicant Accommodation” should be included in the subject line of the email. Please note that this phone number and email are only for those individuals who would like to request an accommodation to apply for a job.

### **E-Verify**

BGS participates in E-Verify. [Download](#) (PDF) the fact sheet for more details.

### **Equal Employment Opportunities**

[Download](#) (PDF) the EEOC fact sheet for more details.

### **Employee Polygraph Protection Act**

[Download](#) (PDF) the Employee Rights fact sheet for more details.

### **Family Leave and Medical Act**

[Download](#) (PDF) the Employee Rights fact sheet for more details.

### **Pay Transparency**

The Company will not discharge or in any other manner discriminate against associates or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another associate or applicant. However, associates who have access to the compensation information of other associates or applicants as a part of their essential job functions cannot disclose the pay of other associates or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the Company, or (c) consistent with the Company’s legal duty to furnish information. 41 CFR 60-1.35(c).

[Pay Transparency](#) (PDF)