EXHIBIT 2

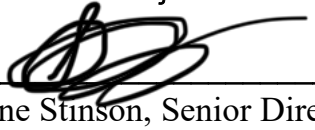
Federal law prohibits discrimination based on legal use of prescription medication to treat disability-related conditions.

In compliance with the Americans with Disabilities Act, Carlstar will not deny equal employment opportunities to anyone who legally uses prescription medications to treat disability-related conditions. If needed, Carlstar will provide reasonable accommodation, if available, to qualified individuals who are unable to safely perform their job duties because of their prescription medications.

Questions about your rights or need for a reasonable accommodation? Contact Human Resources at _____.

If you believe you have been unlawfully denied an accommodation, or you have been discriminated or retaliated against, **REPORT IT** to:

Catherine Stinson, Senior Director – Human Resources
Call: 615-550-8642 or Email: catherine.stinson@titan-intl.com
OR
Ethics Hotline: 800-461-9330 or www.convercent.com/report
OR
Jennifer L. Arendes, Senior Trial Attorney
Equal Employment Opportunity Commission
Call: (314) 798-1929 or Email: jennifer.arendes@eeoc.gov



Catherine Stinson, Senior Director – Human Resources