

## **EQUAL EMPLOYMENT OPPORTUNITY**

It is the policy of the Company to provide equal employment opportunity to employees and candidates for employment. Accordingly, there shall be no discrimination against any employee or candidate for employment due to race, religion, color, national origin or ancestry, age, sex, sexual orientation, gender identity, marital status, pregnancy status, disability, or genetic information, uniform service member status, or against veterans and veterans of the Vietnam Era, or any other group of person whose employment rights are protected under federal law or the law of any state or locality where the Company is an employer. It is the Company's policy to afford equal employment opportunity to all employees and job applicants. This policy governs all aspects of employment at our Company, including recruiting, hiring, placement and assignments, training, promotions, transfer, compensation, employee benefits, discipline and discharge and all other terms and conditions of employment.

The Company is also committed to complying with the laws protecting qualified individuals with disabilities. The Company will provide a reasonable accommodation for any known physical or mental disability of a qualified individual with a disability in accordance with applicable law, provided the requested accommodation does not create an undue hardship for the Company and/or does not pose a direct threat to the health or safety of others in the workplace and/or to the individual. If you require an accommodation to do your job, you should notify your Human Resources representative. Once the Company is aware of the need for an accommodation, the Company will engage in the interactive process to identify possible accommodations that will enable the employee to perform the essential functions of the job.

Compliance with this policy is the personal responsibility of all personnel, especially those whose duties are related to the hiring of new employees and the status or tenure of current employees.