



## EQUAL EMPLOYMENT OPPORTUNITY & AFFIRMATIVE ACTION POLICY STATEMENT

Excelitas Technologies is firmly committed to Equal Employment Opportunity (EEO) and to compliance with all Federal, State and local laws that prohibit employment discrimination on the basis of race, color, creed, gender, religion, marital status, veteran status, age, national origin or ancestry, physical or mental disability (except where such disability is a bona fide occupational disqualification), medical condition, genetic information, pregnancy, sexual orientation, gender identity, or any other protected status or characteristic. This policy applies to all employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions and terminations.

As a government contractor, Excelitas Technologies is also committed to taking affirmative action to hire and advance minorities and women, as well as qualified individuals with disabilities and protected veterans. We invite employees who are disabled or protected veterans and who wish to be included under our Affirmative Action Program to self-identify as such with the EEO Coordinator. This self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.

Employees of and applicants to Excelitas Technologies will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing, or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

As Chief Executive Officer of Excelitas Technologies, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. Marc Reuss, as Chief Human Resources Officer for Excelitas Technologies, ensures dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company. He has appointed an EEO Coordinator, whose duties are to establish and maintain an internal audit and reporting system to allow for effective measurement of the company's programs.

In furtherance of Excelitas Technologies' policy regarding Affirmative Action and Equal Employment Opportunity, Excelitas Technologies has developed a written Affirmative Action Program that sets forth the policies, practices and procedures the company is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This Affirmative Action Program for qualified individuals with disabilities and qualified protected veterans is available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Human Resources department. Any questions should be directed to the EEO Coordinator, whose contact information can be found on the Human Resources page of the company's intranet.

A handwritten signature in black ink that reads "David Nislick".

David Nislick  
Chief Executive Officer