

Equal Employment Opportunity

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at the Company will be based on merit, qualifications, and abilities. The Company does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, protected disability, genetic information, veteran or uniformed service status, pregnancy, childbirth, or related medical conditions, including, but not limited to, lactation or any other protected characteristic in accordance with applicable federal, state, or local laws. This statement does not constitute an employment contract. **Employment is at-will.**

The Company will endeavor to make a reasonable accommodation to the known physical or mental limitations of qualified employees with disabilities covered by Americans with Disabilities Act or similar state law unless the accommodation would impose an undue hardship on the Company. If an employee believes he or she may require an accommodation to perform their job duties because of a physical or mental condition, please contact the Vice President of People & Culture or the People & Culture Manager.

Employees with questions or concerns about any type of discrimination in the workplace are encouraged to contact their immediate supervisor, the business unit president, the Vice President of People & Culture, or a People & Culture Manager. At the Company, employees may raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to prompt disciplinary action, up to and including termination of employment.