

Equal Opportunity

The Company firmly believes in providing a work environment that offers equal opportunity for all.

It is our policy to treat all individuals in the spirit of and in full compliance with equal opportunity requirements without regard to age, ancestry, color, religious creed (including religious dress and grooming practices), denial of family and medical care leave, mental or physical disability (including HIV and AIDS), marital status, medical condition (cancer and genetic characteristics), genetic information, military and veteran status, national origin (including language use restrictions), race (including hair texture and protective hairstyles, such as braids, locks and twists), sex (including pregnancy, child birth, breastfeeding, and medical conditions related to pregnancy, child birth, or breastfeeding), gender, gender identity and gender expression, sexual orientation, reproductive health decision-making (including a decision to use or access a particular drug, device, product, or medical service for reproductive health), association with a person or group with one or more of these actual or perceived characteristics, or any other basis protected by federal, state, or local law. Our policy prohibits harassment or discrimination of applicants and employees based on any of these characteristics.

To maintain a work environment that is free of discrimination, we analyze our workforce twice a year to assure equal employment opportunity in all our actions relating to any term or condition of employment, such as recruitment, hiring, compensation, benefits, promotions, transfers, terminations, layoffs, recalls, and training and development programs.

