

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT

January 1, 2023

Federal and state laws prohibit employment discrimination. As President and Chief Executive Officer of AVI Systems, Inc. (AVI), I am committed to the principles and practices of equal employment opportunity and reaffirm our intent to comply with federal, state, and local laws and regulations prohibiting discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other protected characteristics. Our intent is to ensure that personnel actions are administered in compliance with these laws and in conformance with our affirmative action and equal employment opportunity programs. Personnel actions include, but are not limited to employment, promotion, transfer, recruitment or recruitment advertising, layoff or termination, recall from layoffs, company-sponsored educational, social and recreational programs, benefits, rates of pay or other forms of compensation, and training.

Sandy Quaintance, our Vice President Human Resources and EEO Manager, is responsible for the implementation and administration of the affirmative action and equal employment opportunity programs. With the cooperation and assistance of appropriate staff and operating personnel, the Vice President Human Resources/EEO Manager will monitor the company's performance and report the results to me. Data may include outside hires, promotions, transfers, terminations, identification of problem areas, and if necessary, a recommended plan of action. Any employee who has a question regarding AVI's affirmative action or equal employment opportunity programs may discuss the matter with Sandy Quaintance at 952-949-6011.

In addition to our EEO policy statement, an Affirmative Action Program for Individuals with Disabilities and Protected Veterans is available for review by any employee, or applicant for employment, during normal business hours by contacting the Vice President Human Resources/EEO Manager at the above number.

Discrimination on-premises or on-the-job will not be tolerated. Employees of, and applicants to, AVI will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have filed a complaint, assisted in a review, investigation or hearing, or have otherwise sought to obtain their legal rights related to any federal, state, or local law regarding equal employment opportunity. Personnel found guilty of violating this directive will be subject to discipline and possible termination. If any employee or applicant for employment believes he or she has been discriminated against, please contact the Vice President Human Resources/EEO Manager by phone or at 9675 W. 76th St., Suite 200, Eden Prairie, MN 55344.

I ask for your continued support in attaining AVI's objective of equal employment opportunity.

Jeff Stuebner
President and Chief Executive Officer