

## **Commitment to Equal Employment Opportunity for Qualified Applicants and Employees**

Ion is committed to complying with all laws that prohibit discrimination in employment on the basis of any legally protected status. Further, it is Ion's policy to take affirmative action to ensure that applicants are employed and advanced, and that employees are otherwise treated during their employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, disability or status as a protected veteran.

All managerial, administrative and supervisory personnel are advised that an important part of their responsibilities for which they will be held accountable will be to apply affirmative action to such employment practices as: recruitment, hiring, compensation, benefits, transfers, promotions, discipline, leaves of absence, layoffs, recalls from layoffs, terminations, Ion-sponsored training, education, tuition assistance and social and recreational programs.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of Executive Order 11246, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other federal, state or local law requiring equal opportunity for qualified disabled veterans, recently separated veterans, armed forces service medal veterans or other protected veterans, or related to the administration of the affirmative action provisions of the Rehabilitation Act of 1973, as amended ("Section 503"), or any other federal, state or local law requiring equal opportunity for qualified individuals with disabilities; (3) opposing any act or practice made unlawful by Executive Order 11246, VEVRAA or Section 503 or their respective implementing regulations in this part or any other federal, state or local law requiring equal opportunity for qualified individuals with disabilities and qualified veterans; or (4) exercising any other right protected by Executive Order 11246, VEVRAA or Section 503 or their implementing regulations in this part.

In furtherance of Ion's commitment regarding Affirmative Action and Equal Employment Opportunity, Ion will maintain a written Affirmative Action Program which sets forth the policies, practices and procedures which Ion will apply in order to ensure that non-discrimination and affirmative action for qualified females, minorities, individuals with disabilities and qualified veterans is accomplished. The objective of these policies and programs is to attract and promote individuals who are qualified and/or trainable for available positions by virtue of job related standards or education, training and personal qualifications. Information pertaining to Ion's Affirmative Action Program is available for inspection in Human Resources upon request during established business hours.

This commitment has the full backing and support of management and the cooperation and support of all employees is expected. Anthony Denniston, EVP- Chief Human Resources Officer, has been appointed Equal Employment Opportunity Coordinator. As Equal Employment Opportunity Coordinator, Mr. Denniston shall, among other things, annually review and examine the effectiveness of Ion's affirmative action program and its compliance with Executive Order 11246, the VEVRAA and with Section 503.

A handwritten signature in blue ink that reads "David Rotatori".

David J. Rotatori  
President & CEO

