



EQUAL EMPLOYMENT POLICY **(from Sagetech Avionics P026 Employee Handbook)**

It is the policy of the Company to provide equal employment opportunities to all qualified individuals and to administer all aspects and conditions of employment without regard to the following:

- Race and associated traits, including hairstyle(s), and hair texture
- Color
- Age
- Sex
- Sexual orientation
- Gender
- Gender identity and gender expression
- Religion, including dress and grooming practices
- National origin, including language use restrictions
- Pregnancy, childbirth, or breastfeeding
- Marital status
- Family relation, or marriage to another employee
- Filing for workers' compensation insurance
- Genetic information, including family medical history
- Physical or mental disability
- Use of a service animal
- Military or veteran status
- Member of state militia status
- Citizenship and/or immigration status
- Child or spousal support withholding
- Domestic violence, assault, or stalking victim status
- Medical conditions, including cancer, Hepatitis C, and AIDS/HIV
- Sickle cell or hemoglobin C trait
- Denial of family or medical care leave
- Political activities or affiliations
- Lawful conduct occurring during nonworking hours not on Company premises
- Credit report or credit information
- Arrest, sealed conviction, criminal over 10 years old, or expunged juvenile records
- Access to employer-owned housing
- Wage garnishment for consumer debt
- Bringing of a claim for unlawful employment practices
- Opposing unlawful employment practices
- Refusal to attend an employer-sponsored meeting with the primary purpose of communicating the employer's political or religious views
- Civil Air Patrol membership
- Any other protected class, in accordance with applicable federal, state, and local laws

Equal employment opportunity includes, but is not limited to, employment, training, promotion, demotion, transfer, leaves of absence and termination.

The Company strictly prohibits discriminatory, harassing, or retaliatory behavior by coworkers, leaders, managers, owners, and third parties, including customers or clients. The Company takes allegations of discrimination, intimidation, harassment, and retaliation very seriously and will promptly investigate when warranted.

EMPLOYEE POLYGRAPH PROTECTION ACT

Sagetech Avionics complies with the Employee Polygraph Protection Act of 1988. Sagetech does not utilize polygraphs (lie detectors) during pre-employment screening or during the course of employment.

A handwritten signature in black ink, appearing to read "Tom Furey".

Tom Furey, CEO

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