



Solving the world's hardest problems.

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY

Southern Research Institute is proud to confirm our long-standing policy and commitment to providing equal access and equal employment opportunities in all terms, conditions, processes and benefits of employment without regard to race, color, religion, sex, national origin, age, disability, genetic information, or veteran status.

Pursuant to this commitment, our management shall ensure that actions such as compensation, benefits, Company-sponsored training, educational tuition assistance, and social and recreational programs, and all personnel transactions shall be administered without regard to race, color, religion, sex, national origin, age, veteran status, genetic information, sexual orientation, or disability, except where an accommodation is unavailable and/or it is a bona fide occupational qualification, and to provide reasonable accommodations where available to employ and advance in employment protected veterans and individuals with a disability.

Members of management shall base employment decisions on the principles of equal employment opportunity and with the intent to further the commitment to affirmative action and equal employment opportunity. At no time will a covered employee, or covered applicant for employment, who exercises his or her rights pursuant to the Company's equal employment opportunity or affirmative action policies be subject to discipline, or have his or her opportunities for employment adversely affected.

Members of management shall take appropriate affirmative action to ensure that qualified minority group individuals, females, protected veterans, and individuals with disabilities are introduced into our workforce, are encouraged to aspire for promotion, and are considered as promotional opportunities arise.

The Company invites any employee or applicant for employment to review pertinent components of our written Affirmative Action Programs. These programs are available for inspection upon request between 8:30am and 3:30pm Monday through Friday, in the Human Resources Office. Questions may be directed to me, your manager, or our Human Resources.

Applicants are encouraged to identify their race, gender, veteran status, or status as an individual with a disability as part of our federal government reporting procedures. This self-identification is strictly voluntary and confidential, and will not result in retaliation or adverse action of any sort.

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 review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), or any other federal, state or local law requiring equal opportunity for protected veterans or individuals with a disability; or (3) opposing any act or practice made unlawful by Section 503, VEVRAA or its implementing regulations in this part or any other federal, state or local law requiring equal opportunity for protected veterans or individuals with a disability; or (4) exercising any other right protected by Section 503 or its implementing regulations, or any other right protected by VEVRAA or its implementing regulations.

This policy has the full endorsement and support of our senior executive leadership, including myself. I appreciate your full support as well.

Michael A. Catalano
Chief Operating Officer/General Counsel

Permanent Posting June 6, 2019