



Techtronic Industries North America, Inc.

## **EQUAL OPPORTUNITY EMPLOYMENT AND AFFIRMATIVE ACTION**

It has been and shall continue to be both the official policy and the commitment of Techtronic Industries North America, Inc. to provide equal employment opportunity for all qualified persons, without regard to race, gender, color, national origin, sexual orientation, gender identity, pregnancy, age, religion, military service, status as an individual with a disability or status as a veteran or any other status protected by applicable local, state, or federal law. The Company's EEO policy, as well as its affirmative action obligations, includes the full and complete support of Techtronic Industries North America, Inc., including its CEO.

This commitment extends to our policies and procedures on recruiting, interviewing, hiring, assignment of responsibilities, transfer, promotion, training, pay, benefits, termination and any other privileges, terms and conditions of employment.

We will develop, on an annual basis, affirmative action plans and programs that will ensure the full and complete expression of this policy. Techtronic Industries North America, Inc. encourages initiative and personal leadership by all employees as the best means to ensure success of the program. By respecting differences, embracing similarities and understanding their impact we create an environment in which all employees are welcomed, encouraged to participate fully, and accorded respect.

The most qualified candidate within our standards will be hired, promoted and compensated based upon qualifications that are related to the job. Techtronic Industries North America, Inc. reserves the right in its sole discretion to determine minimum qualifications for hiring, promotion and compensation.

A handwritten signature in black ink, reading "Joseph Galli, Jr.", is written over a horizontal line.

Joseph Galli, CEO

A handwritten date "9/1/15" in black ink is written over a horizontal line.

Date

**NOTICE TO APPLICANTS AND EMPLOYEES OF AVAILABILITY OF AAP FOR PROTECTED VETERANS AND FOR INDIVIDUALS WITH A DISABILITY**

[41 C.F.R. § 60-300.41 and 41 C.F.R. § 60-741.41]

Techtronic Industries North America, Inc. ("Company") is a covered federal contractor or subcontractor subject to the requirements of the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA), as amended, and Section 503 of the Rehabilitation Act of 1973, as amended. As such, the Company is bound by the terms of VEVRAA and Section 503, and shall not discriminate against individuals with disabilities, and is committed to take affirmative action to employ and advance in employment protected veterans and individuals with disabilities.

The Company maintains an Affirmative Action Plan for the purpose of proactively seeking employment and advancement in employment of qualified protected veterans and individuals with disabilities. As an individual interested in employment with the Company or as one of the Company's valued employees, the Company welcomes the opportunity to make its employees and applicants more aware of the Company's obligations and affirmative efforts. Upon request, the Company will make accessible to you its Affirmative Action Plan for protected veterans and individuals with a disability. If you are interested, please submit a written request to the Human Resources office during the Human Resources Office operating hours (8 a.m. to 5 p.m.), and we can schedule a time for you to review the Affirmative Action Plan.