



SYMVIONICS Policy on Equal Employment Opportunity and Affirmative Action

It is the policy of SYMVIONICS, Inc. to hire well-qualified people. An integral part of this policy is to provide qualified disabled individuals, protected veterans which includes disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans and Armed Forces service medal veterans, as appropriate, with equal employment opportunity with respect to all employment practices, including hiring, promotion, demotion, transfer, recruitment or recruitment advertising, layoff, termination, rates of pay or other forms of compensation and selection for training.

In order to implement the foregoing policy, SYMVIONICS will consider qualified applicants from all sources to ensure equal considerations of individuals. Additionally, in making employment decisions, SYMVIONICS will make reasonable accommodations to the physical and mental limitations of a disabled worker or disabled veteran provided such accommodation does not impose an undue hardship on SYMVIONICS business. SYMVIONICS will periodically review its employment practices to ensure that appropriate affirmative action is taken with respect to disabled workers, disabled veterans and Vietnam Era veterans.

SYMVIONICS shall disseminate this policy to all its employees, and encourage all indirect sources of job applicants, such as employees, suppliers, shippers, customers, and other contractors, to refer qualified disabled workers, disabled veterans, special disabled veterans, veterans of the Vietnam Era, other protected veterans, recently separated veterans and Armed Forces service medal veterans, as appropriate. This policy extends to all employees in all aspects of the employment relationship and all personnel are hereby directed to make all reasonable efforts to carry out the spirit and intent of SYMVIONICS policy. Violations of this policy by any employee will be met with appropriate action. Further, 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, the Vietnam Era Veteran's Readjustment Assistance Act of 1974, the Jobs for Veterans Act or any other Federal, State or local law requiring equal opportunity for disabled persons; (3) opposing any act or

practice made unlawful by Section 503 or its implementing regulations in this part or any other Federal, State or local law requiring equal opportunity for disabled persons and opposing any act or practice made unlawful by the Vietnam Era Veteran's Readjustment Assistance Act of 1974, the Jobs for Veterans Act or their implementing regulations in this part or any other Federal, State or local law requiring equal opportunity for protected veterans, or; (4) exercising any other right protected by Section 503 or its implementing regulations in this part and exercising any other right protected by the Vietnam Era Veteran's Readjustment Assistance Act of 1974, the Jobs for Veterans Act or their implementing regulations in this part.

As CEO/President, I am in full support of the Corporation's affirmative action program and am fully committed to implementation of the organization's affirmative action policy. Responsibility for the implementation and direction of SYMVIONICS Affirmative Action Program for disabled workers, disabled veterans and Vietnam Era veterans has been assigned to the Establishment's EEO/AA Officer, Laura A. Cano. Employees and applicants for employment wishing to review this Affirmative Action Program may do so upon request, which may be made by calling 626-305-1400.

If you have questions about these policies and their implementation, or believe that the company's Equal Employment Opportunity and Affirmative Action policies have been violated, you should immediately contact our EEO/AA Officer at 626-305-1400.