



Excellence in Product and Process Development

EQUAL EMPLOYMENT OPPORTUNITY AND ANTI-DISCRIMINATION POLICY

It is, has been, and will continue to be the policy of SAEC/Kinetic Vision, Inc. DBA Kinetic Vision ("Kinetic Vision") to provide equal employment opportunity without regard to race, color, age, religion, gender, sexual orientation, gender identity, national origin, disability, veteran status or other legally protected status, and Kinetic Vision expressly prohibits any form of workplace harassment based on any such status. As President of Kinetic Vision, I wish to take this opportunity to issue a formal reaffirmation of this policy and to assure each applicant, employee and party with whom we do business of my personal commitment to our equal opportunity and anti-discrimination objectives.

Our continued success depends heavily on the full and effective utilization of qualified people. I will continue to direct our employment practices toward ensuring equal opportunity for all. Kinetic Vision intends that all matters related to recruiting, hiring, training, compensation, benefits, promotions, transfers, terminations, layoffs, recalls, company-sponsored social and recreational programs, and all other treatment on the job be free of unlawful discriminatory practices and workplace harassment.

As a subcontractor to the federal government, Kinetic Vision is obligated to keep records, make reports to the federal government, develop written programs and otherwise document the results of our good faith efforts to ensure equality of employment opportunity at Kinetic Vision. In addition to federal law requirements, Kinetic Vision complies with applicable state and local laws governing non-discrimination in employment.

As President, I retain the overall responsibility for Kinetic Vision's equal employment opportunity and anti-discrimination programs. The administration and implementation of these important programs for women, minorities, individuals with disabilities, disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans and armed forces service medal veterans are the responsibility of Catherine Bennett, Manager of Operations. I ask that each manager and supervisor join me in full support of the principles of this policy. Violation of this policy is a disciplinable offense, up to and including discharge.

As always, please immediately contact your group manager if you have comments or feel the guidelines outlined in this policy are not being respected. If they are unavailable, please reach out to Catherine directly.

Thank you,

Kinetic Vision

A handwritten signature in black ink that reads "Richard R. Schweet". The signature is written in a cursive style and is positioned above a horizontal line.

By: Richard R. Schweet
Title: President
Date: July 10, 2018