



NOTICE TO ALL EMPLOYEES AND PROSPECTIVE EMPLOYEES

Coilcraft, Inc. is a federal contractor subject to Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, and Section 503 of the Rehabilitation Act of 1973, as amended.

Coilcraft, Inc. is committed to providing equal employment opportunity for protected veterans, including disabled veterans, recently separated veterans, Armed Forces service medal veterans, and active-duty wartime or campaign badge veterans, as well as individuals with disabilities, at all levels of employment, including executive-level positions.

Coilcraft, Inc. will provide reasonable accommodations for the known physical or mental limitations of qualified applicants and employees with disabilities unless doing so would impose an undue hardship on the operation of the Company's business.

Coilcraft, Inc. recruits, hires, trains, promotes, compensates, and administers all other personnel actions without regard to an individual's disability or status as a protected veteran. All employment decisions are based on valid job-related requirements and business necessity.

In addition, applicants and employees will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may engage in, any of the following protected activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of any federal, state, or local laws requiring equal opportunity for protected veterans or individuals with disabilities; (3) opposing any act or practice made unlawful by Section 4212, Section 503, their implementing regulations, or other federal, state, or local laws requiring equal opportunity for protected veterans or individuals with disabilities; or (4) exercising any other right protected by Section 4212, Section 503, or their implementing regulations.

This policy, except for confidential portions, is available for inspection upon request by any employee or applicant during normal working hours. Requests to review the policy should be directed to the Human Resources Department.