

EQUAL EMPLOYMENT OPPORTUNITY/WORKPLACE CONDUCT POLICY STATEMENT

The success of Kimball Physics depends upon the contributions made by qualified people regardless of race, color, gender, age, religion, national origin, sexual orientation, gender identity or expression, disability, veteran status or any other legally protected status.

Kimball Physics treats all employees and applicants equally and fairly. We are committed to hire and develop the best talent we can find. Equal opportunity must apply in all areas of human resource management, including recruiting, hiring, placement, training, promotion, compensation and benefits. We must assure equality of opportunity because common sense dictates it, or conscience demands it, and the law requires it. We expect our managers to apply the same process rigor ensuring Equal Employment Opportunity as they do for all other significant aspects of the company's operations.

Kimball Physics strives for continuous improvement in the hiring and development of women and minority employees. Further improvement will be achieved through human resource management, including specific Affirmative Action Programs in the United States. These Affirmative Action Plans have the full support of our leadership. Questions about Affirmative Action or Affirmative Action Plans should be addressed to the Kimball Physics Human Resources Manager, (603) 878-1616 ext. 123 or dhylton@kimphys.com.

I am committed to the full scope of our diversity efforts, including formulating policies, planning and implementing programs, working with managers, monitoring organizational progress toward achieving diversity goals, and communicating equal employment opportunity/workplace conduct information to Kimball Physics' management team.

Denny Hylton

Denny L. Hylton
Senior Human Resources Manager
Kimball Physics