

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION STATEMENT

This statement is to affirm AVI Systems policy on providing Equal Employment Opportunity (EEO) to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity Affirmative Action laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof, specifically including Section 183.04 of the Saint Paul Legislative Code (Human Rights Ordinance) and the Rules Governing Affirmative Requirements in Employment.

AVI Systems will not discriminate against any employee or applicant for employment because of race, creed, religion, sex, sexual or affectional orientation, color, national origin, ancestry, genetic information, familial status, age, height, weight, disability, misdemeanor arrest record, membership or activity in a local human rights commission, marital status or status with regard to public assistance.

AVI Systems will maintain zero tolerance for harassment of or by any employee or applicant for employment because of race, creed, religion, sex, sexual or affectional orientation, color, national origin, ancestry, genetic information, familial status, age, height, weight, disability, misdemeanor arrest record, marital status or status with regard to public assistance.

AVI Systems will take Affirmative Action (AA) to ensure that all employment practices are free of such discrimination and harassment. Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. Reasonable accommodation to applicants and employees with disabilities will be provided.

AVI Systems will use every good faith effort to provide business enterprises owned by minorities, women, and individuals with disabilities with the maximum practicable opportunity to supply materials and/or participate in the performance of any contracts in which we engage.

AVI Systems fully supports incorporation of non-discrimination and affirmative action rules and regulations into contracts.

AVI Systems will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Employment Opportunity and Affirmative Action.

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