

It is the policy of NuWaves RF Solutions to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, protected veteran, disabled status, gender identity, or sexual orientation. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, upgrading, demotion or transfer, reduction of workforce and termination, rates of pay or other form of compensation, selection for training, the use of all facilities, and participation in all NuWaves RF Solutions - sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations will be adhered to by NuWaves RF Solutions where appropriate.

As part of NuWaves RF Solutions' equal employment opportunity policy, NuWaves RF Solutions will also take affirmative action as called for by applicable laws to ensure that qualified protected veterans and disabled persons are introduced into our workforce and considered as promotional opportunities arise. Thoeun Huon, President, fully supports NuWaves RF Solutions' equal opportunity and affirmative action policies.

Employees and applicants shall not be subjected to harassment or intimidation because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state, or local law requiring equal opportunity.

The above-mentioned policies shall be periodically brought to the attention of supervisors. It is the responsibility of each supervisor of NuWaves RF Solutions to ensure affirmative implementation of these policies to avoid any discrimination in employment. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies is a disciplinary offense.

Jaclyn Thomas, Executive Vice President, has been assigned to direct the establishment of and to monitor the implementation of personnel procedures to guide our affirmative action program throughout NuWaves RF Solutions. Jaclyn Thomas, Executive Vice President, will have responsibility to review and update NuWaves RF Solutions' affirmative action plan annually, including responsibility for the audit and reporting system. A notice explaining NuWaves RF Solutions' policy will remain posted.

The Veteran and Disabled Affirmative Action Plan narratives are available for inspection by any employee or applicant for employment Monday through Friday during normal business hours. If you wish to view these documents, please contact your human resources representative.