



**vadatech**  
THE POWER OF VISION

## **Equal Employment Opportunity Statement**

VadaTech provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, creed, gender, sex, sexual orientation, gender identity, gender expression, national origin, age, disability, genetic information, marital status, socio-economic status, amnesty, status as a covered veteran and any other class protected by applicable federal, state and local laws. The Company complies with applicable state and local laws governing nondiscrimination in employment in every location in which the Company has facilities. This policy applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

VadaTech expressly prohibits any form of unlawful employee harassment based on race, color, religion, creed, gender, sex, sexual orientation, gender identity, gender expression, national origin, age, disability, genetic information, marital status, socio-economic status, amnesty or status as a covered veteran and any other class protected by applicable federal, state and local laws. Improper interference with the ability of VadaTech employees to perform their expected job duties is absolutely not tolerated.

## **Pay Transparency Non Discrimination Provision**

The Company will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant. This provision shall not apply to instances in which an employee, who has access to the compensation information of other employees or applicants as a part of such employee's essential job functions, discloses the compensation of such other employees or applicants to individuals who do not otherwise have access to such information, unless such disclosure is in response to a formal complaint or charge, in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the Company, or consistent with the Company's legal duty to furnish information.

## **Americans with Disabilities**

It is VadaTech's policy to comply with all federal and state laws concerning the employment of persons with disabilities and to act in accordance with regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC). Furthermore, it is our Company policy not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training or other terms, conditions and privileges of employment.

The Company will reasonably accommodate qualified individuals with a disability so that they can apply for open positions and perform the essential functions of a job unless doing so causes a direct threat to these individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation and/or if the accommodation creates an undue hardship to VadaTech. Generally the Company will participate in the interactive process with the applicant and employee to understand the limitation and reasonable accommodation.