

BH ELECTRONICS, INC.

EQUAL EMPLOYMENT POLICY

BH Electronics, Inc. policy is to ensure equal employment opportunities for all, without regard to age, race, color, creed, religion, sex, national origin, disability, marital status, veteran status, status with regard to public assistance, sexual orientation, and all other federal state and local protected categories. While this document cannot be considered an employment contract between the Company and its employees, we view the principle of equal employment opportunity as a vital element in the employment process as a hallmark of good management.

In developing our Affirmative Action Program, we commit ourselves to the following; however, not limited to:

- Recruiting, hiring, training, transferring, promoting and compensating persons in all job classifications without regard to age, race, color, creed, religion, sex, national origin, disability, marital status, veteran status, status with regard to public assistance, sexual orientation, or membership or activity in a local commission.
- Ensuring that promotion decisions are in accordance with equal employment opportunity requirements by imposing only valid, job-related requirements for promotional opportunities.

Ensuring that all personnel actions relating to compensation, benefits, transfers, terminations, training, and education are administered in a nondiscriminatory manner.

In developing our Affirmative Action Plan, we have established goals and timetables to correct any deficiencies over a reasonable period of time.

It is our desire that the combination of measurable goals and directed effort will make equal employment opportunity a fact of this Company. We pledge every good faith effort to achieve our established goals, and have assigned various levels of responsibility to both direct and oversee our affirmative action efforts.