

## **Equal Employment Opportunity**

Litecontrol believes in equal employment opportunity for all employees and applicants for employment. Our organization's success depends on the effective utilization of qualified people regardless of their age, race, creed, color, disability, marital status, sex, national origin, ancestry, veteran status, arrest or conviction record, sexual preference or any other characteristic protected by law. The Company's policy is to hire and promote the most qualified applicants and to comply with all applicable federal, state and local equal opportunity laws. Litecontrol prohibits discrimination on the basis of any of the characteristics above.

The Company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship to the Company. This policy governs employment and all the Company's terms and conditions of employment, including, but not limited to, policies and practices affecting recruitment, recruitment advertising, hiring, promotion, demotion, transfers, reclassification, selection for training, compensation, benefits, company-sponsored educational programs, and any other aspect of employment.

Any questions regarding this statement should be directed to the employee's department manager or to Human Resources.