SIG SAUER

**INVITATION TO COVERED VETERANS**
**TO SELF IDENTIFY**

The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA) requires government contractors, including SIG SAUER, Inc., to take action to employ and advance in employment qualified disabled veterans, veterans of the Vietnam era and veterans who served on active duty in the Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized; veterans who while serving on active duty on the Armed Forces, participated in a United Stated military operation for which an Armed Forces service medal was awarded pursuant to Executive Order No. 12985; or recently separated veterans. If you are eligible and would like to be considered under the VEVRAA program, please contact the Human Resources Department. You may inform us of your desire to benefit under the program at this time and/or at any time in the future. Submission of this information is voluntary and will be kept confidential. Failure to provide the information will not subject you to adverse treatment. The information provided will be used in accordance with VEVRAA.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the provisions of VEVRAA or any other Federal, state or local law requiring equal opportunity for disabled veterans, veterans of the Vietnam era or other covered veterans; (3) opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other Federal, state or local law requiring equal opportunity for disabled veterans or veterans of the Vietnam era or other covered veterans; or (4) exercising any other right protected by VEVRAA or its implementing regulations.

The VEVRAA plan for disabled veterans, veterans of the Vietnam era and active duty wartime or campaign badge veterans may be viewed during regular business hours in the Human Resources Department. An appointment must first be made with Jeff Chartier, EEO Officer. Jeff Chartier may be reached at 603-610-3700.

This notice is a general statement of policy and no more. It does not constitute a term or provision of any contract of employment or implied contract of employment between the Company and any individual employee, nor does it create contractual obligations on behalf of the Company to any person.

**Ron Cohen**
**President & CEO**

SIG SAUER

## A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

### EQUAL OPPORTUNITY AND SECTION 503 AND VEVRAA POLICY STATEMENT

SIG SAUER, Inc. has been and will continue to be an equal opportunity employer. To ensure full implementation of this equal opportunity policy, we will take steps to ensure that:

a. Persons are recruited, hired, assigned and promoted without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.

b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are based on only job requirements and administered without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.

c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination 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 right protected by federal, state or local law requiring equal opportunity.

Jeff Chartier has been assigned the overall responsibility to implement the Company's legally required Section 503 and VEVRAA programs related to individuals with a disability and protected veterans. As part of that responsibility, the EEO Officer will implement and administer an audit and reporting system to ensure compliance with the Company's Section 503 and VEVRAA obligations, periodically measure the effectiveness of the Section 503 and VEVRAA programs, and identify any areas for potential remedial action, as appropriate.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of the Company's Section 503 and VEVRAA programs for individuals with a disability or protected veterans, please contact Jeff Chartier during regular business hours. This is also a reminder that employees may update their disability status at any time by contacting Jeff Chartier at 603-610-3700.

The Company's top United States executive endorses this equal opportunity and Section 503 and VEVRAA policy statement and asks for all personnel to assist and support equal employment opportunity for all.

**Ron Cohen**
**President & CEO**