In-Situ Inc. Policy on Equal Employment Opportunity

To: Employees of In-Situ Inc. and Applicants for Employment

From: John Pawlikowski, President/CEO

Date: 09/30/2016

It is the ongoing policy and practice of In-Situ Inc. to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of age 40 and over, race, color, national origin, sex, sexual orientation, gender identity, religion, age, genetic information, disability, military or veteran status or any other status protected by applicable law.

The policy of equal employment opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement. In-Situ Inc. is committed to making employment decisions based on valid requirements, without regard to age 40 and over, race, color, national origin, sex, sexual orientation, gender identity, religion, age, genetic information, disability, veteran status or any other status protected by applicable law. In-Situ Inc. will analyze its personnel actions rigorously to ensure compliance with this policy.

In-Situ Inc. will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

In-Situ Inc.'s EEO Coordinator is Elizabeth Cook, HR Generalist, for In-Situ Inc.'s Fort Collins, CO facility. Elizabeth Cook is responsible for compliance with state and federal EEO laws and affirmative action regulations. Elizabeth Cook is also responsible for implementing the In-Situ Inc.'s Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the EEO Coordinator.

Our Affirmative Action Plan for Veterans and the Disabled is available to you in In-Situ Inc.'s Human Resources office during regular office hours or by appointment.

All employees and applicants for employment are protected, by both company policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, retaliation or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of equal employment opportunity. I ask your continued assistance and support in maintaining an environment that reflects In-Situ Inc.’s commitment to equal opportunity and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

John Pawlikowski, President/CEO