



Affirmative Action Policy

Purpose

It the purpose of American Electronic Warfare Associates, Inc. (“AMEWAS”) is to ensure that we recruit, hire, train, retain and promote persons in all job titles, and ensure all other personnel actions are administered without regard to protected status, and that all employment decisions are based only on valid job requirements, including at the executive level.

In accordance with Executive Order 11246, the Vietnam Era Veterans Readjustment Assistance Act of 1974 and Section 503 of the Rehabilitation Act of 1973 and other applicable federal laws and regulations, AMEWAS has established written affirmative action plans (“Plan”).

Accordingly, AMEWAS seeks to promote equal opportunity and affirmative action for women, minorities, qualified individuals with disabilities and covered, protected veterans and takes special affirmative action to employ and advance in employment all such covered individuals at all levels of employment, including the executive level.

These Plans, which may be absent the data metrics required under Sec. 60-741.44(k) are available for inspection Monday through Friday between the hours of 8:00 a.m. to 4:00 p.m.

Any applicant or employee who needs reasonable accommodation to review this notice or the Plan may contact the Director of Human Resources.

Policy

It is the policy of AMEWAS and its top executives to support the contractor’s affirmative action program to ensure no qualified applicant or employee is discriminated against on the basis of an individual’s actual or perceived gender, sexual orientation, gender identity, race, national origin, disability, status as a covered protected veteran or membership in any legally protected class. We are committed to providing equal employment opportunity and affirmative action programs in accordance with federal requirements including for women, minorities, individuals with disabilities, and protected veterans. We shall employ and advance in employment individuals with disabilities and treat qualified individuals without discrimination on the basis of their physical or mental disability.

No employee or applicant shall be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in, or may engage in, any protected activities including filing a complaint, assisting or participating in a related investigation, compliance evaluation,



hearing, or any other activity related to the administration of our affirmative action plans or any other Federal, state or local law requiring equal opportunity for women, minorities, person with disabilities, special disabled veterans, veterans of the Vietnam era, recently separated veterans, other protected veterans or any other legally protected status.

Scope

This policy applies to all applicants and AMEWAS employees.

Responsibilities

The overall responsibility for the implementation of these affirmative action activities is assigned to the President/CEO with responsibility for administration and oversight assigned to the Director of Human Resources.

Procedures

The establishment of goals in the Plan does not provide AMEWAS with a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, based on that person's sex, race, ethnicity, national origin or any other legally protected status. Nor do any goals established in this Plan create set-asides for specific groups.

To demonstrate our commitment to the Plan and ensure its success, we have established audit and reporting systems to:

- Measure the effectiveness of our AAP
- Indicate any need for remedial action
- Determine the degree to which our objectives have been attained
- Determine whether women, minorities and covered, protected veterans have had the opportunity to participate in all company sponsored educational, training, recreational and social activities
- Measure our compliance with the program's specific obligations

Training

AMEWAS conducts training of management, including all hiring managers to provide an overview of the Plan, a progress report on the Plan and Affirmative Action compliance. This training takes place upon employment, and then annually thereafter.



Self-Audit

AMEWAS, as part of its procedures, uses the following measures for self-audit:

- Annual review of policy and procedures

Appropriate corrective actions are taken as indicated through self-audit procedures.