

## **Equal Employment Opportunity Statement**

Equal employment opportunity has and will continue to be a fundamental principle at Einstein. This policy applies to recruiting, hiring, employment, training, promotion, compensation, benefits, termination and all other terms of employment.

Einstein bases employment decisions on demonstrated capabilities and qualifications. We do not discriminate on the basis of race, religion, color, creed, age, national origin or ancestry, sex, marital status, sexual orientation, gender identity, physical or mental disability, veteran or disabled veteran status, genetic predisposition/carrier status, citizenship status, familial status or any other personal characteristic protected under applicable federal, state or local law.

Einstein will endeavor to provide reasonable accommodations to qualified individuals with disabilities who have made Einstein aware of their condition. The accommodation must not impose an undue hardship on Einstein. If you are disabled and believe you need an accommodation to perform the essential functions of your job, please contact the Vice President for Human Resources.

In addition, Einstein will make every effort to provide reasonable accommodations for the religious beliefs or practices of an applicant or employee. Any employee who believes they may require such accommodation should contact the Vice President for Human Resources.

Human Resources has overall responsibility for this policy and maintains reporting and monitoring procedures. If you have any questions, they will be glad to help you.