

Fullsight, LLC is proud to be an Equal Employment Opportunity and Affirmative Action employer.

As an organization, we are firmly committed to fostering a safe and respectful workspace where everyone is treated fairly. We ensure that our employment practices are merit-based and free from discrimination based on race, color, religion, gender, sexual orientation, gender identity, marital status, age, disability, national or ethnic origin, military service status, citizenship, or any other protected characteristic.

We want to reiterate that our commitment to these principles, along with our Affirmative Action Programs, reflects our sincere dedication to:

- Complying with federal, state, and local laws that prohibit employment discrimination.
- Providing equal opportunities for recruitment, hiring, training, and promotions, free from discrimination based on race, color, religion, gender, sexual orientation, gender identity, marital status, age, disability, national or ethnic origin, military service status, citizenship, or any other protected characteristic.
- Administering all our personnel policies and practices, including compensation, benefits, transfers, terminations, and various programs, without any bias based on race, color, religion, gender, sexual orientation, gender identity, marital status, age, disability, national or ethnic origin, military service status, citizenship, or any other protected characteristic.

In accordance with Executive Order 11246, the Rehabilitation Act of 1973, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, we maintain detailed Affirmative Action Programs. These plans are available for review upon request during regular business hours in our Human Resources office.

We want to emphasize that we have a zero-tolerance policy for harassment at Fullsight. We are committed to taking all necessary actions to ensure that no one faces intimidation, threats, coercion, or discrimination for engaging in activities such as filing a complaint, providing information, participating in investigations, or exercising any other protected rights.

Our promise is to treat everyone fairly, promote a harassment-free environment, and eliminate biases at work. We encourage all members of our organization to join us in upholding the principles of equal employment opportunity in our workplace.

Our Chief Human Resources Officer, Elizabeth Jones, and our Diversity Officer, Rebecca Lemon, work together to lead our diversity, equity, and inclusion efforts, including proactive affirmative action measures, overseeing our audit and reporting systems for these programs, and ensuring that all staff are well-informed and committed to these principles. This policy has my and the senior leadership team's full backing and support, and we expect all employees to actively participate in this commitment.



David L. Schutt,
Manager
Fullsight, LLC