


**EQUAL EMPLOYMENT OPPORTUNITY
AFFIRMATIVE ACTION PROGRAM
STATEMENT OF POLICY**

It is the policy of ViON Corporation (ViON) to provide equal employment opportunity in full compliance with the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, provisions of the Rehabilitation Act of 1973, the Veterans Readjustment Act of 1974, the Presidential Executive Orders, the regulations of the Office of Federal Contract Compliance programs and all other applicable laws and regulations. This provides for equal employment without regard to race, color, creed, religion, gender, national origin, age, marital status, disability, and veteran status.

ViON has made a commitment to: (1) take affirmative action in our recruiting, hiring, training, upgrading, advertising, promotion practices, compensation, and participation in social and recreational functions; (2) further the principle of equal employment opportunity; (3) stand by that principle in our hiring and promotional decisions by measuring all candidates in a fair and equal manner and by applying only valid job requirements; and (4) ensure that all company benefits are administered equally regardless of race, sex, color, national origin, age, religion, physical or mental disability, or veteran status. Sexual harassment, whether physical, mental or verbal, is not condoned.

I have named Joseph Cauthorn, Director of Human Resources, to continue the monitoring and implementation of effective personnel practices to guide our affirmative action program. He will be responsible for the implementation and maintenance of the affirmative action plan.

The success of this program requires full cooperation from management throughout ViON to ensure equal employment opportunities for all. Our employees are urged to participate in all activities.



Tom Frana
President