

## **EQUAL OPPORTUNITY STATEMENT**

ViON Corporation is an equal opportunity employer. It is ViON's policy to fill positions with qualified candidates regardless of the candidates' race, color, sex, age, religion, ancestry, national origin, citizenship status, marital status, sexual orientation, gender identity, medical condition, disability, pregnancy, veteran status, genetic information or any other category protected by law. This policy applies to employment, subsequent job placement, training, compensation and all other areas of personnel practice. It also applies to our non-segregation of facilities, our agreements with employees, and our agreements and contracts with other companies. To ensure that these policies are adhered to and that continuing progress is made within the Company, we have developed results-oriented Affirmative Action Programs. These programs contain objectives designed to significantly increase opportunities for minorities, women, the disabled, and Vietnam era and other eligible veterans in all segments of our work force. Our policy reflects and affirms ViON's commitment to the principles of fair employment and the elimination of all discriminatory practices.

Managers are responsible for ensuring that all personnel actions are in accordance with this policy and that the principles of providing equal employment opportunity for all persons are observed every day.