



Affirmative Action & Equal Opportunity Employment Policy Statement

Acumed complies with all federal and state laws and regulations concerning Affirmative Action and workplace Equal Opportunity. We believe every employee has the right to work in an environment free from all forms of unlawful discrimination.

In compliance with federal law, Acumed bases all employment decisions on the qualifications of each individual and the principles of equal employment opportunity consistent with our intent to achieve the goals outlined in our Affirmative Action Plan. It is our policy not to discriminate against any employee or applicant for employment because of race, religion, color, national origin, age, sex, sexual orientation, familial or marital status, gender identity, genetic information, veteran status or the presence of any mental or physical disability, or other protected status or activity in compliance with applicable law. All employees are expected to adhere to both the spirit and the letter of this policy. Employees are protected when exercising rights protected by applicable federal, state and local equal employment opportunities laws such as filing complaints, participating in investigations, and lawfully opposing unlawful practices under these laws. Harassment, intimidation, threats, coercion or discrimination will not be tolerated.

Acumed will provide reasonable accommodations to qualified individuals with known disabilities unless such accommodations would pose an undue hardship to the Company. Reasonable accommodations will be made to allow individuals to participate in the application process, perform essential job functions, and enjoy equal benefits and privileges of employment. Individuals with disabilities are responsible for requesting reasonable accommodations by informing Human Resources or their supervisor, providing all medical documentation appropriate to verify the existence of the disabilities and to identify and assess potential reasonable accommodations and fully cooperating with Acumed in all efforts to identify potential reasonable accommodations.

Also in compliance with federal law, Acumed does not retaliate against employees for filing a complaint of unlawful discrimination or for participating in an investigation of unlawful discrimination.