

ITC DEFENSE CORP

7301 Rivers Ave, Ste 155, North Charleston, SC 29406

Equal Employment Opportunity Statement

ITC Defense Corp. (ITC) is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, color, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state or local laws and ordinances. ITC's management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, access to facilities and programs, and general treatment during employment.

As part of the Corporation's Equal Employment Opportunity Policy, and with the full support of Noelle Shema, COO, ITC Defense Corp. will also take affirmative action as called for by applicable laws and Executive Orders to ensure applicants are employed, and employees are treated during employment, without regard to their military service and veteran status, physical or mental disability, or any other characteristic protected by applicable federal, state or local laws and ordinances. Such action will include, but is not limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training. Employees may request to view our Affirmative Action Program for Protected Veterans, and Individuals with Disabilities by contacting Human Resources.

To ensure equal employment opportunities, ITC will endeavor to make reasonable accommodations to an otherwise qualified applicant or employee related to an individual's: physical or mental disability; sincerely held religious beliefs and practices; and/or any other reason required by applicable law, unless doing so would impose an undue hardship upon the Corporation's business operations.

Any applicant or employee who needs accommodation to perform the essential functions of the job should contact the Human Resources Director to request such accommodation. The individual should specify what accommodation is needed to perform the job and submit supporting documentation explaining the basis for the requested accommodation, to the extent permitted and in accordance with applicable law.

