



**EQUAL OPPORTUNITY STATEMENT
(MINORITIES, FEMALES, VETERANS AND THE DISABLED)**

At Thomas & Betts Power Solutions, all terms and conditions of employment are and will continue to be established on the basis of the individual's qualifications and ability to perform the job.

It is the policy of Thomas & Betts Power Solutions to provide employment, training, compensation levels, transfer or promotion opportunities, and all other aspects of employment without regard to sex, race, color, religion, national origin, age and qualified handicapped individuals. When hiring or promotion activity occurs, and in those job categories where we have identified underutilization, we will take affirmative action to seek out qualified applicants without regard to sex, race, color, religion, national origin, age, or handicap.

The Corporation's company policy does not discriminate on the basis of a physical or mental disability or an individual's status as a disabled veteran of the Vietnam Era with regard to recruitment or recruitment advertising, hiring, training, promotion, and other terms and conditions of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. The Corporation does and will take affirmative action to employ, advance in employment, and otherwise treat qualified disabled individuals, qualified disabled veterans, and qualified veterans of the Vietnam Era without discrimination based upon their physical or mental disability, or veteran's status in all employment practices as follows:

All personnel actions or programs that affect qualified disabled individuals, disabled veterans, and veterans of the Vietnam Era, such as employment, promotion, demotion or transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training will be made without discrimination based upon the individual's physical or mental disability or veteran's status.

The Corporation may and will continue to make reasonable accommodations to promote the employment of qualified disabled individuals and disabled veterans unless such accommodations would impose an undue hardship on the Corporation's business.

In developing this Affirmative Action Plan, we have established goals and timetables to correct deficiencies over a reasonable period of time. It is our desire that the combination of measurable goals and directed efforts will make equal employment opportunity a fact at this facility. To ensure that our goals for equal employment opportunity may be achieved through our good faith efforts, we have established various levels of responsibility to both direct and oversee our affirmative action efforts.

Each employee is responsible for bringing to the attention of the undersigned any employment decision which he or she feels conflicts with the letter or spirit of the law. In addition, as required by the Rehabilitation Act of 1973, as amended, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may have engaged in activities such as filing a complaint, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by the Act.

Cindy Bandy, The Human Resources Generalist of our company will manage the Corporation's Affirmative Action for females and minorities, the disabled, disabled veteran's and veterans of the Vietnam Era. Any associate should contact Cindy Bandy should they desire to review the AAP Plan. The HR department is responsible for monitoring affirmative action efforts, recommending outside resources and for providing training to management. Individual managers are responsible for ensuring that their employment decisions comply with the principles embodied in Title VII, the Vietnam Era Veterans Readjustment Assistance Act of 1974, and Executive Order 11246, and Revised Order No. 4.