



US Headquarters
1000 N. Main Street, Mansfield, TX 76063, USA
(817) 804-3800 Main
www.mouser.com

A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

Glenn Smith, CEO

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT FOR INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS

Mouser Electronics Inc. has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

- a. Persons are recruited, hired, assigned and promoted without regard to veteran status, disability or any other characteristic protected by law.
- b. All other personnel actions, such as compensation, benefits, transfers, and access to training, are administered without regard to veteran status, disability or any other characteristic protected by law.
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

The Vice President Human Resources (VPHR) has been assigned the responsibilities of EEO Coordinator. As EEO Coordinator, VPHR is responsible for the day to day implementation and monitoring of the Company's Affirmative Action Program for individuals with disabilities and protected veterans. As part of that responsibility, the VPHR will periodically analyze the Company's personnel actions and their effects to ensure compliance with our equal employment policy.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to review our current Section 503 or VEVRAA affirmative action plan, please contact the VPHR during regular business hours.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program for individuals with disabilities and protected veterans.