



Designed for Brilliance. Engineered for Production.

Equal Employment Opportunity & Affirmative Action Program

It is ESI's policy to prohibit discrimination of any type and to afford equal employment opportunities to employees and applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, ancestry, age, physical or mental disability, marital status, veteran status, pregnancy, medical conditions, or any other status protected by applicable nondiscrimination law. If you believe you have witnessed discrimination at ESI, please contact ESI's Human Resources.

Each manager, supervisor, and employee is responsible for carrying out our equal employment policy. Overall responsibility is assigned to Tracey Jerijervi, Vice President of Human Resources, who may be reached at 13900 NW Science Park Drive, Portland, Oregon 97229, (503) 641-4141. She will monitor compliance with this policy and will report on a regular basis.

ESI's Affirmative Action Plan for Individuals with Disabilities and Disabled Veterans, Recently Separated Veterans, Other Protected Veterans, and Armed Forces Service Medal Veterans is available for review by employees and applicants Monday – Friday 9am PST – Noon PST. Please contact Human Resources for scheduling.

Pay Transparency Nondiscrimination Provision

The contractor (ESI) will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.