



EQUAL EMPLOYMENT OPPORTUNITY AFFIRMATIVE ACTION POLICY

"Our People are the Company"

"Kimball has been built upon the tradition of pride in craftsmanship, mutual trust, personal integrity, respect for dignity of the individual, a spirit of cooperation, and a sense of family and good humor.

We seek a diversified group of employees who can be committed to preserving and enhancing these values."

Kimball Electronics – Shared Services is an Equal Employment Opportunity Employer. We have established policies to promote non-discriminatory employment practices. Kimball Electronics – Shared Services is committed to providing qualified applicants and employees with disabilities with reasonable accommodations that do not impose undue hardship. We believe that the best policy is that of awarding a job to the most qualified without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status or disability.

Kimball Electronics – Shared Services' policy is to maintain an Affirmative Action Program for the promotion of Equal Opportunity in all aspects of employment. There shall be no discrimination due to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status or disability. These policies apply to all employment practices, from recruitment to separation for any reason.

If you need assistance in completing the application process, please contact the Human Resources department.

It is the responsibility of all personnel to function by this policy. The Company will cooperate with the implementation of applicable laws and executive orders. Overall responsibility to comply with this Company policy has been assigned to Denise Truelove, Director of Employee Services / Affirmative Action Coordinator.

A handwritten signature in black ink, reading "Donald D Charron", is written over a horizontal line.

Donald Charron
Chairman & CEO, Kimball Electronics

Kimball Electronics – Shared Services
07/01/2019
