

## **EEO AND AFFIRMATIVE ACTION POLICY**

Methode Electronics, Inc. is firmly committed to a policy of Equal Employment Opportunity and will administer its personnel policies and conduct its employment practices in a manner which treats each employee and applicant for employment on the basis of merit, experience, and other work-related criteria without regard to race, color, religion, national origin, gender, age, marital or veteran status (disabled veteran, recently separated veteran, other protected veteran or Armed Forces service medal veteran), sexual preference or disability.

To ensure full implementation of the policies of the Company we would like to reiterate that:

A. We will base decisions on all persons whom we recruit and hire for all jobs without regard to race, color, religion, national origin, gender, age, marital or veteran status, sexual preference, disability or any other characteristic protected by federal, state or local law.

B. We will base decisions regarding promotions on the same principles of equal employment opportunity by imposing only valid requirements for promotional opportunities and ensuring that such decisions are based solely on an individual's qualifications for the positions being filled.

C. We will continue to ensure that all personnel actions related to compensation, benefits, transfers, training, and education will be administered without regard to race, color, religion, national origin, gender, age, marital or veteran status, sexual preference, disability or any other characteristic protected by federal, state or local law.

We will continue to monitor all personnel actions to ensure compliance with the objectives set forth above. To ensure implementation and monitoring of these policies, we continue to designate the Corporate Human Resources Manager as our Equal Employment Officer. It will be the Officer's responsibility, among other things, to review reports of employment results, to review, as necessary, individual personnel actions, and to appoint others to accomplish the ends which we are striving to achieve. Through this writing, we would also like to advise everyone that our Affirmative Action Compliance Program is available for inspection. To arrange an appointment, please contact the Corporate Human Resources Manager during normal business hours.

We continue to believe that our policies regarding equal employment opportunities are necessary not only to comply with federal and state laws and regulations, but also represent a valid business requirement and contribution to the community in which we work.

We ask for your continued assistance and support of our program and policies of equal employment opportunities.