

**EEO STATEMENT CONCERNING INDIVIDUALS
WITH DISABILITIES, DISABLED VETERANS
AND OTHER COVERED VETERANS**

May 2009

To all SAE International Employees and Applicants:

SAE International is an Equal Employment Opportunity employer.

It is our policy to provide equal opportunity to all employees and applicants and to prohibit any discrimination because of disability or being a disabled or Vietnam Era Veteran.

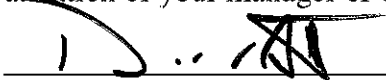
SAE will recruit, hire, train and promote persons in all job titles and ensure that all other personnel actions are administered without regard to special disabled veteran, Vietnam Era veteran, recently separated veteran status and ensure that all employment decisions are based only on valid job requirements.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities:

1. Filing a complaint;
2. Assisting or participation in an investigation, compliance evaluation, hearing or any other activity related to the administration of the affirmative action provision of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("VEVRAA") or any other Federal, state or local law requiring equal opportunity for special disabled veterans, veterans of the Vietnam Era, recently separated veterans or other protected veterans;
3. Opposing any act or practice made unlawful by VEVRAA or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for special disabled veterans, veterans of the Vietnam Era, recently separated veterans or other protected veterans;
4. Exercising any other right protected by VEVRAA.

Employees will be treated on the basis of their job-related qualifications, ability and performance. The foundation of these policies is our commitment to treat everyone fairly and equally and to have a bias-free work environment. I encourage everyone to join me in seeing that the spirit of equal opportunity is always present here.

If you believe you have been discriminated against, you are urged to bring the matter to the attention of your manager or our Equal Employment Opportunity Coordinator, Sandy Dillner.



David L. Schutt
Chief Executive Officer

EEO STATEMENT

May 2009

To all SAE International Employees and Applicants:

Federal and state law prohibits employment discrimination. It is the policy of SAE International ("SAE"), when recruiting, hiring, training, promoting, and terminating employees to try to comply with those laws that prohibit discrimination as to race, color, religion, age, national origin, ancestry, sex, marital status or disability. It is also our policy that sexual harassment or any other kind of harassment will not be tolerated.

As Chief Executive Officer, I reaffirm that the above policy and the Affirmative Action Program reflect SAE's attitude and its intention to:

1. Recruit, hire, train, and promote for all job classifications without regard to race, color, disability, religion, sex, age, marital status or national origin.
2. Base decisions on employment so as to further the principles of equal employment opportunity.
3. Ensure that promotion decisions are in accord with the principles of equal employment opportunity.
4. Ensure that all other personnel actions, such as compensation, benefits, transfers, terminations, Company-sponsored training, education tuition assistance, and social and recreational programs will be administered without regard to race, color, disability, religion, sex, age, marital status or national origin.
5. Provide, pursuant to the Rehabilitation Act of 1973, as amended, equal employment opportunities as set forth above to qualified persons with a disability.
6. Provide, pursuant to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, equal opportunities as set forth above, to those who are covered veterans.

SAE, in compliance with Executive Order 11246, as amended, the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, maintains written Affirmative Action Programs.

The elements of the Executive Order 11246 and the Affirmative Action Plan are available upon request. The Affirmative Action Plans developed in compliance with Section 503 of the

Rehabilitation Act of 1973, as amended, and 38 USC 4212 of the Vietnam Era Veterans' Rehabilitation Assistance Act, as amended, are available for inspection upon request. Information relevant to these plans is available through the Equal Employment Opportunity Coordinator during established business hours.

SAE will take all necessary steps to ensure that no person intimidates, threatens, coerces, or discriminates against any individual for the purpose of interfering with the filing of a complaint, furnishing information, or assisting or participating in any manner in an investigation, compliance review, hearing, or other activity related to the administration of the Act.

Overall responsibility for directing and implementing the policy enunciated herein and the Affirmative Action Program has been assigned to Sandy Dillner, who serves as the Equal Employment Opportunity Coordinator. This policy has my full backing and support, and the support of all employees is expected.



David L. Schutt
Chief Executive Officer