EEO STATEMENT CONCERNING INDIVIDUALS
WITH DISABILITIES
AND PROTECTED VETERANS

May 2016

To all SAE International Employees and Applicants:

SAE International is an Equal Employment Opportunity employer.

It is our policy to provide equal employment opportunity to all employees and applicants and to prohibit any discrimination because of disability or status as a protected veteran including, but not limited to disabled veterans.

SAE will recruit, hire, train and promote persons in all job titles and ensure that all other personnel actions are administered without regard to disability or protected veteran status including, but not limited to disabled 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 participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of section 503 of the Rehabilitation Act of 1973 or any other Federal, state, or local law requiring equal opportunity for individuals with disabilities or the affirmative action provisions of the Vietnam Era Veterans’ Reemployment Assistance Act of 1974 (“VEVRAA”) or any other Federal, state or local law requiring equal opportunity for protected veterans;

3. Opposing any act or practice made unlawful by section 503 of the Rehabilitation Act of 1973 or its implementing regulations or any other Federal, state, or local law requiring equal opportunity for individuals with disabilities or VEVRAA or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for protected veterans;

4. Exercising any other right protected by section 503 of the Rehabilitation Act or its implementing regulations or VEVRAA or its implementing regulations.

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 employment opportunity is always present here.

Jill Porter, our Equal Employment Opportunity Coordinator, is responsible for leading SAE’s affirmative action efforts, including overseeing our audit and reporting system for our affirmative action programs, and ensuring that the principle of equal employment opportunity is understood and followed. If you have any issues or questions, you are urged to bring the matter to the attention of your manager or Jill Porter.

David L. Schutt
Chief Executive Officer
EEO Statement

May 2016

To all SAE International Employees and Applicants:

It is the policy of SAE International ("SAE"), when recruiting, hiring, training, promoting, and terminating employees to comply with those laws that prohibit discrimination and to provide equal employment opportunity to all persons regardless of race, color, religion, age, national origin, ancestry, sex, sexual orientation, gender identity, disability, or other protected status. It is also our policy that sexual harassment or any other kind of unlawful harassment will not be tolerated.

As Chief Executive Officer, I reaffirm that the above policy and the Affirmative Action Programs 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, sexual orientation, gender identity, age, national origin, or other protected status.

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, by imposing only job-related requirements.

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, sexual orientation, gender identity, age, national origin or other protected status.

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 employment opportunities as set forth above, to those who are protected veterans.


SAE will take all necessary steps to ensure that no person intimidates, threatens, coerces, or discriminates against any individual because he/she has engaged in or may engage in the following activities: filing of a complaint; furnishing information, or assisting or participating in any manner in an investigation, compliance review, hearing, or other activity related to these matters; opposing any unlawful act or practice; or exercising any other protected right.

Overall responsibility for directing and implementing the policy enunciated herein and the Affirmative Action Programs has been assigned to Jill Porter, who serves as the Equal Employment Opportunity Coordinator. This policy has my full backing and support, and the support of the senior leadership team and all employees is expected.

David L. Schutt
Chief Executive Officer