

## **Materion Corporation's Affirmative Action and Equal Employment Opportunity Policy**

Materion Corporation (Materion) will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status. Materion will take affirmative action to ensure that applicants are employed, and the employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status. Such action shall include, but not be limited to the following: employment, promotion, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training. Materion agrees to post in conspicuous places, available to employees and applicants for employment, this Affirmative Action and EEO Policy.

Materion Corporation 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.

Materion will, in all solicitations or advancements for employees placed by or on behalf of Materion, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.

Materion shall base employment decisions on the principles of equal employment opportunity and with the intent to further Materion's commitment to affirmative action and equal employment. At no time will any covered employee, or covered applicant for employment, who exercises his/her rights pursuant to Materion's Affirmative Action program be subject to discipline, or have his/her opportunities for employment adversely affected.

Materion's written Affirmative Action program, absent the data metrics required by §60-741.44(k), is available for review by any employee or job applicant upon request in the Human Resources department during regular business hours Monday through Friday. Any questions should be directed to your local EEO Coordinator or Rachel Tu, Materion's Corporate EEO Coordinator.

Employees and applicants are invited to identify their race and gender, as well as to identify as an individual with a disability, disabled veteran or protected veteran. This self-identification is strictly voluntary and confidential, and will not result in retaliation of any sort.

Jugal Vijayvargiya  
President and CEO

January 1, 2017 - December 31, 2017 Plan Year

## **EEO Policy Statement Reaffirming Commitment to EEO**

In setting forth this plan Materion reaffirms its belief in and commitment to affirmative action and equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

As part of Materion's commitment to equal employment opportunity, it will seek to ensure that all personnel activities, including but not limited to, recruitment, selection, training, compensation, benefits, promotion, transfer, layoff and termination processes remain free of any discrimination based upon race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.

In accordance with Section 503 of the Rehabilitation Act of 1973, Vietnam Era Veterans Readjustment Assistance Act of 1974 and the Veterans Employment Opportunity Act of 1998, Materion is committed to providing equal employment opportunities to individuals with a disability, disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, and Armed Forces service medal veterans.

Materion's employees and applicants shall not be subjected to harassment, intimidation, threat, 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 review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or Disabled Veterans or Protected Veterans or; (3) opposing any act or practice made unlawful by Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, or any other Federal, State or local law requiring equal opportunity for disabled persons or Disabled Veterans or Protected Veterans; or (4) exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, or any other right protected by the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended.

Jugal Vijayvargiya, Chairman, President and CEO, is committed to this Affirmative Action and EEO Policy. Rachel Tu has been appointed as Materion's EEO Coordinator. Rachel Tu oversees the plan development, modification and reporting requirements for Materion Corporation. Eve Sheridan is designated as the local Affirmative Action / EEO Coordinator for the Mayfield Heights, Ohio facility and is responsible for day-to-day implementation of these programs as they apply to this facility. Any questions involving application of this policy should be directed to your local EEO or the Corporate EEO Coordinator.

Jugal Vijayvargiya  
President and CEO

January 1, 2017 - December 31, 2017 Plan Year