

Equal Employment Opportunity

TI's commitment to equal employment opportunity extends to recruiting, hiring, training, promotion, transfers, compensation, discipline, benefits, termination and all other terms and conditions of employment. TI's affirmative action efforts – extending to women, minorities, people with disabilities and veterans – are an important part of this commitment. Employment decisions at TI will be administered without regard to race, color, religion, creed, disability, genetic information, national origin, gender, gender identity and expression, age, sexual orientation, marital status, or veteran status. ¹

Human Resources has responsibility for Equal Employment Opportunity and Affirmative Action at TI. This includes ensuring that updating, monitoring, and reporting on EEO/AA progress is performed on a regular basis. ²

To protect the integrity of our beliefs, no Tler or applicant will be harassed or subject to retaliation in any way for filing a complaint, participating in an investigation, opposing any unlawful act or practice or exercising any right of non-discrimination protected by federal, state or local laws.

The above policy describes the current policy of TI, and will be interpreted, administered and amended by TI within its sole discretion. This policy is not intended to, and does not confer legal rights or impose legal obligations.

TI strives to provide a rewarding work environment. We recognize that each Tler is an at-will employee, meaning that each employee is free to terminate his or her TI employment relationship at any time for any reason, and that TI is free to do the same, unless otherwise prohibited by law. Our hope is that each employment relationship will be mutually satisfying, and therefore, long-term.

- 1) Veteran status applies to US operations only.
- 2) The Equal Employment Opportunity and Affirmative Action legislation applies in the US only.