

## Policy Statement

[60-300.44(a)]

### Affirmative Action for Protected Veterans

Sabey Corporation, an equal opportunity employer, pledges that it is and has been our policy to take affirmative action to employ and advance in employment qualified Protected Veterans at all levels of employment, including the executive level, and not to discriminate against any employee or applicant for employment because of any individual's status as a Protected Veteran.

We recognize our obligation to communicate internally and externally in a manner that fosters understanding, acceptance, and support among our executives, managers, supervisors, and other employees.

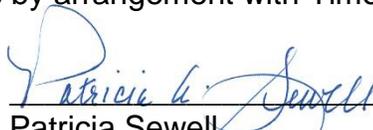
Sabey Corporation will ensure that applicants and employees who are Protected Veterans are informed of the contents of this policy (e.g., providing the policy in Braille or large print, or posting the policy on a bulletin board low enough to enable an individual in a wheelchair easy access).

Sabey Corporation has implemented an audit and reporting system to assist our organization in measuring the effectiveness of this Program. We are committed to personnel practices that recruit, hire, train, and promote persons in all job titles. We make good faith efforts so that personnel actions are administered without regard to an individual's status as a Protected Veteran, and that employment decisions are based only on valid job requirements.

Our policy is that employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination for any of the following activities: filing a complaint; assisting or participating in an investigation, compliance evaluation, hearing, any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) of 1974 as amended, or any federal, state, or local law requiring equal opportunity for Protected Veterans; opposing any act or practice made unlawful by VEVRAA or its implementing regulations; or exercising any other right protected by VEVRAA or its implementing regulations.

Timothy Sprake, Chief People Officer, has been appointed EEO Officer and is assigned responsibility for implementing this Program. He has the necessary top management support for implementation of the Affirmative Action Plan and may be reached at 12201 Tukwila International Blvd., Fourth Floor, Seattle, WA 98168, (206) 277-5277. Appropriate sections of the Affirmative Action Plan for Protected Veterans may be examined during regular business hours by arrangement with Timothy Sprake.

As of January 1, 2020

  
Patricia Sewell  
Chief Financial Officer