

GENERAL DYNAMICS

Information Technology

President's Commitment to Equal Employment Opportunity and Affirmative Action 2019



As President of GDIT, I fully support the principles of equal employment opportunity and affirmative action, and embrace our vision of GDIT as a diverse and inclusive workplace. GDIT's values are reflected in our policies that promote equal employment opportunity for all employees and applicants without regard to protected status. This includes race, color, religion, national origin, sex, age, physical/mental disability, pregnancy, sexual orientation, gender identity, transgender status, genetic information, protected veteran status, service in the United States uniformed services and any other class where protected under applicable state/local law.

Equal opportunity applies to every area of employment at GDIT, including recruitment, hiring, compensation, training, transfer and promotion. In these and all other areas, employment actions are administered without regard to protected status and employment decisions are made based on valid job requirements.

We continue to affirm our commitment to an inclusive workplace through Affirmative Action Plans that address employment opportunities for qualified women, minorities, protected veterans and individuals with disabilities. As part of GDIT's Affirmative Action Program, we have established regular audit and reporting systems to ensure ongoing compliance. Each Division Vice President of Human Resources is responsible for implementation of these programs within his/her division. Affirmative Action Plans are available for review, upon request, through the Human Resources Department, during normal business hours.

Our policies prohibit discrimination and harassment based on protected status. It is important that employees and applicants trust that they can address a concern of discrimination or harassment without retribution. GDIT will not tolerate retaliation, including harassment, intimidation, threats, coercion or discrimination, against an individual who engages in any of the following: (1) filing a complaint; (2) assisting or participating in an investigation or other activity; (3) opposing an unlawful act or practice; or (4) exercising any other right under relevant EEO and Affirmative Action laws and regulations.

Throughout GDIT, we embrace **G**reat **D**iversity **I**n **T**hought. Each member of our management team has the responsibility to implement our commitments in all areas of employment. We also require our employees to demonstrate respect for each other and our customers.

Working together, I know we will accomplish great things.

A handwritten signature in black ink, appearing to read 'Amy Gilliland'.

Amy Gilliland
President, General Dynamics Information Technology

Please see GDIT's Equal Employment Opportunity and Affirmative Action Policy (HR-POL-303)