



Ciber's Policy on Equal Employment Opportunity

41 C.F.R. Section 60-1.4; 60-2.13(a); 60-2.20; 6-300.44(a)/741.44(a)

Ciber is an Equal Employment Opportunity Employer and strives to comply with all applicable laws prohibiting discrimination based on race, color, creed, sex, gender identity, sexual orientation, age, national origin or ancestry, physical or mental disability, veteran status, marital status, family status, pregnancy, genetic information, medical condition, as well as any other category protected by federal, state, or local laws. All such discrimination is unlawful and all persons involved in the operations of Ciber are prohibited from engaging in this type of conduct.

Ciber continues to make a commitment to recruiting, hiring, training and promoting into all job levels the most qualified persons without regard to the protected characteristics described above. Employment decisions are based on objective standards as well as the furtherance of Equal Employment Opportunity.

In accordance with applicable federal and state law protecting qualified individuals with known disabilities, Ciber will attempt to reasonably accommodate those individuals unless doing so would create an undue hardship on Ciber. Any qualified applicant or employee with a disability who requires an accommodation in order to perform the essential functions of the job should contact their manager and request an accommodation.

Employees and applicants of Ciber, will not be subject to harassment on the basis of disability or status as a protected veteran. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law regarding individuals with disabilities or protected veterans is prohibited.

You should report every instance of perceived inappropriate treatment to management, regardless of whether you or someone else is the subject of that treatment. Detailed reports — including names, descriptions, and actual events or statements made — will greatly enhance Ciber's ability to investigate. Any documents supporting the allegations should also be submitted. Based on your report, Ciber will conduct an investigation. Ciber prohibits any and all retaliation for submitting reports and for cooperating in any investigation. Any supervisor or employee who retaliates against the accuser or those involved in the investigation will be subject to disciplinary action, up to and including termination.

If the investigation determines that a violation of Ciber's policies has occurred, Ciber will take disciplinary action, up to and including termination of employment, against those who engaged in the misconduct. Ciber will also evaluate whether other employment practices should be added or modified in order to deter and prevent that conduct in the future.