



## EEO STATEMENT

June 2016

To all Performance Review Institute Employees and Applicants:

It is the policy of Performance Review Institute ("PRI"), when recruiting, hiring, training, promoting, and terminating employees to comply with those laws that prohibit discrimination and to provide equal employment opportunity to all persons regardless of race, color, religion, age, national origin, ancestry, sex, sexual orientation, gender identity, disability, genetic information, or other protected status. It is also our policy that sexual harassment or any other kind of unlawful harassment will not be tolerated.

As Executive Vice President and Chief Operating Officer, and PRI's top executive, I reaffirm that the above policy and the Affirmative Action Programs reflect PRI's attitude and its intention to:

1. Recruit, hire, train, and promote for all job classifications without regard to race, color, disability, religion, sex, sexual orientation, gender identity, age, national origin, ancestry, genetic information, or other protected status.
2. Base decisions on employment so as to further the principles of equal employment opportunity.
3. Ensure that promotion decisions are in accord with the principles of equal employment opportunity, by imposing only job-related requirements.
4. Ensure that all other personnel actions, such as compensation, benefits, transfers, terminations, Company-sponsored training, education tuition assistance, and social and recreational programs will be administered without regard to race, color, disability, religion, sex, sexual orientation, gender identity, age, national origin, ancestry, genetic information, or other protected status.
5. Provide, pursuant to the Rehabilitation Act of 1973, as amended, equal employment opportunities as set forth above to qualified persons with a disability.
6. Provide, pursuant to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, equal employment opportunities as set forth above, to those who are protected veterans.

PRI, in compliance with Executive Order 11246, as amended, the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, maintains written Affirmative Action Programs. The Executive Order 11246 Affirmative Action Plan and the Affirmative Action Plans developed in compliance with Section 503 of the Rehabilitation Act of 1973, as amended, and 38 USC 4212 of the Vietnam Era Veterans' Rehabilitation Assistance Act, as amended, are available for inspection upon request. Information relevant to these plans is available during established business hours in the Human Resources office.

PRI will take all necessary steps to ensure that no person intimidates, threatens, coerces, or discriminates against any individual because he/she has engaged in or may engage in the following activities: filing of a complaint; furnishing information, or assisting or participating in any manner in an investigation, compliance review, hearing, or other activity related to these matters; opposing any unlawful act or practice; or exercising any other protected right.

Overall responsibility for directing and implementing the policy enunciated herein and the Affirmative Action Programs has been assigned to Karen Conroy, who serves as the Equal Employment Opportunity Coordinator. This policy has my full backing and support as PRI's top executive, and the support of the senior leadership team and all employees is expected.

A handwritten signature in blue ink, appearing to read 'Joseph G. Pinto', is written over a horizontal line.

Joseph G. Pinto  
Executive Vice President and Chief Operating Officer

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[www.p-r-i.org](http://www.p-r-i.org)

**Headquarters: 161 Thorn Hill Road, Warrendale, PA 15086-7527 USA**



**EEO STATEMENT CONCERNING WORKERS  
WITH DISABILITIES  
AND PROTECTED VETERANS**

June 2016

To all Performance Review Institute ("PRI") Employees and Applicants:

Performance Review Institute is an Equal Employment Opportunity employer.

It is our policy to provide equal employment opportunity to all employees and applicants and to prohibit any discrimination because of disability or status as a protected veteran including, but not limited to disabled veterans.

PRI will recruit, hire, train and promote persons in all job titles and ensure that all other personnel actions are administered without regard to disability or protected veteran status including, but not limited to disabled veteran status, and ensure that all employment decisions are based only on valid job requirements.

Employees and applicants shall not be subjected to harassment, intimidation, threats, 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 evaluation, hearing or any other activity related to the administration of section 503 of the Rehabilitation Act of 1973 or any other Federal, state, or local law requiring equal opportunity for individuals with disabilities or the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("VEVRAA") or any other Federal, state or local law requiring equal opportunity for protected veterans;
3. Opposing any act or practice made unlawful by section 503 of the Rehabilitation Act of 1973 or its implementing regulations or any other Federal, state, or local law requiring equal opportunity for individuals with disabilities or VEVRAA or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for protected veterans;

Exercising any other right protected by section 503 of the Rehabilitation Act or its implementing regulations or VEVRAA or its implementing regulations.

Employees will be treated on the basis of their job-related qualifications, ability and performance. The foundation of these policies is our commitment to treat everyone fairly and equally and to have a bias-free work environment. I encourage everyone, as PRI's top executive, to join me in seeing that the spirit of equal employment opportunity is always present here.

Karen Conroy, our Equal Employment Opportunity Coordinator, is responsible for leading PRI's affirmative action efforts, including overseeing our audit and reporting system for our affirmative action programs, and ensuring that the principle of equal employment opportunity is understood and followed. If you have any issues or questions, you are urged to bring the matter to the attention of your manager or Karen Conroy.

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Executive Vice President and Chief Operating Officer

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