



Arrowpoint Corporation Policy Statement 2016-2017
41 C.F.R. §60-300.44(a); 41 C.F.R. 60-741.44(a)

It is and has been the policy of Arrowpoint Corporation to provide equal employment opportunities without regard to race, color, national origin, religion, sex (including pregnancy, childbirth, or related medical conditions), age (40 and older), physical and mental disability (subject to reasonable accommodation), genetic information or characteristics, military status, protected veteran status, sexual orientation, gender identity, citizenship or alienage, or any other protected status as established by applicable federal, state, or local law.

The Company complies with applicable state and local laws governing non-discrimination in every location in which the Company has employees. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, promotion, transfer, demotion, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all company-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity or age limitations will be adhered to by the Company where appropriate.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to all persons. Arrowpoint Corporation's EEO policy and affirmative action obligations include the full support from its Chief Executive Officer, Chris W. Small.