



2018 Commitment to Equal Employment Opportunity

Commitment to EEO. Digi-Key Electronics is committed to affirmative action and equal employment opportunity. It remains our policy to provide equal employment opportunity to all persons consistent with employment qualifications and applicable laws regarding discrimination because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran, or other protected status. Digi-Key Electronics will recruit, hire, train, and promote persons in all job titles, and ensure that all other personnel actions are administered without regard to such protected categories.

Digi-Key Electronics recognizes that the effective application of a policy of merit employment involves more than just a policy statement and will, therefore, implement its Affirmative Action Plan (AAP) in a positive and aggressive manner and will make known Digi-Key Electronics' commitment to this effort and that equal opportunities are available within Digi-Key Electronics on the basis of individual merit. Digi-Key Electronics will solicit and encourage all persons to seek opportunities within Digi-Key Electronics and to pursue advancement possibilities.

Audit and Reporting Systems. Digi-Key Electronics has implemented an audit and reporting system to measure the effectiveness of Digi-Key Electronics' AAP, to identify and address the need for remedial action if necessary, and to determine the degree to which Digi-Key Electronics' overall objectives have been attained.

Support and Responsibility for Implementation. The AAP has full support of Shane Zutz, Director, Human Resources, of Digi-Key Electronics, as well as the entire Digi-Key Electronics management team. Cathy Fynboh, Senior Manager, Talent Acquisition, is responsible for administering all aspects of the company's EEO policy and the AAP.

Questions and Access to AAP. Should you have any questions regarding equal employment opportunity or affirmative action issues, please contact Cathy Fynboh, Senior Manager, Talent Acquisition, at Cathy.Fynboh@digkey.com or 1-800-338-4105 Ext. 1408, or make arrangements with your local HR manager to review our EEO Policy and/or the AAP during regular work hours, Monday through Friday.

Prohibition Against Retaliation. 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 affirmative action, including but not limited to, provisions of section 503 or any other Federal, state or local law requiring equal opportunity for individuals with disabilities; (3) Opposing any act or practice made unlawful by section 503 or its implementing regulations in this part, or any other Federal, state or local law requiring equal opportunity for individuals with disabilities; or (4) Exercising any other right protected by section 503 or its implementing regulations in this part, or any other Federal, state or local equal employment opportunity law.