

## **Pregnancy Accommodation Policy**

The Company will not discriminate against an employee because she or he is pregnant or treat an employee that it knows is pregnant differently from a non-pregnant person whose ability or inability to work is similar to that of the pregnant employee. “Pregnancy” means “pregnancy, childbirth, or medical conditions related to pregnancy or childbirth, including recovery from childbirth.” The Company will provide reasonable accommodations in the workplace to pregnant employees upon the advice of a physician, unless doing so would be an undue hardship. If you believe that you need such an accommodation, you must advise Human Resources. You may be required to provide documentation supporting your need, duration and frequency of your requested accommodation. Any information regarding the foregoing will be kept confidential to the extent required by law.