



President's Commitment to Equal Employment Opportunity and Affirmative Action 2020

Gulfstream Aerospace Corporation reaffirms its commitment to equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment. As President of Gulfstream, I fully support the equal employment opportunity and affirmative action program and urge each employee to commit to carrying out the intent of this policy statement.

Gulfstream has developed and maintained a written Affirmative Action Program (AAP). Gulfstream maintains an audit and reporting system to determine overall compliance with its equal employment opportunity mandates. Gulfstream oversees the affirmative action plan development, modification, implementation, effectiveness, and reporting requirements and conducts management updates. We invite any applicant and/or employee to review Gulfstream's written Affirmative Action Plan. This plan is available for inspection upon request during normal business hours at the EEO/Compliance office.

As part of our commitment to this overall process, we will seek to ensure that all aspects of employment, including recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, layoff and termination processes remain free from illegal discrimination based upon race, color, religion, sex, sexual orientation, gender identity/expression, national origin, age, military/protected veteran status (as defined under Vietnam Era Veterans' Readjustment Assistance Act of 1974), disability (as defined under Section 503 of the Rehabilitation Act of 1973), pregnancy, genetic information or any other basis protected by applicable federal, state or local law. Employment decisions are based only on valid job requirements. Regular review helps to ensure compliance with this policy.

Gulfstream prohibits the harassment of employees and applicants due to any status described above, and further prohibits any harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities; (1) filing a complaint with Gulfstream Aerospace Corporation or with federal, state, or local agencies regarding status covered under the AAP, (2) assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute pertaining to the status covered under this AAP; (3) opposing any act or practice made unlawful by section 503 and/or VEVRAA, and (4) exercising any other right protected by section 503 and/or VEVRAA or its implementing regulations in this part.

Together, we are Creating and Delivering The World's Finest Aviation Experience.

Sincerely,

Mark Burns
President, Gulfstream Aerospace Corporation