

## **AFFIRMATIVE ACTION POLICY STATEMENT**

To: ALL EMPLOYEES AND APPLICANTS

From: Michelle Torkelson, Associate Vice President, HR & Medical Services

Virtual Radiologic (the “Company”) offers equal employment opportunity and treatment to all employees and qualified applicants. Qualified applicants and employees will receive consideration for employment and promotion without regard to race, color, creed, religion, sex, age, citizenship, disability, veteran status, national origin, sexual orientation, gender identity, or any other basis prohibited by law.

The Company is an affirmative action employer and maintains an Equal Employment Opportunity (“EEO”) Policy and an Affirmative Action Program covering women, minorities, disabled individuals, disabled veterans, special disabled veterans, recently separated veterans and veterans of the Vietnam Era. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made on the basis of an individual’s capacity to perform a particular job and the feasibility of any necessary job accommodation.

The Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, requires government contractors to take affirmative action to employ and advance in employment qualified disabled veterans, recently separated veterans, armed forces service medal veterans or active duty wartime or campaign badge veterans. If you are a veteran, we would like to include your information as part of the Affirmative Action Program. You may do so by identifying yourself as a “protected veteran.” Provision of such information is voluntary.

The Rehabilitation Act of 1973 requires government contractors to take affirmative action to employ and advance in employment qualified disabled individuals. If you are a disabled individual, we would like to include your information as part of the Affirmative Action Program. You may do so by identifying yourself as an “individual with a disability.” You may also tell us about any special methods, skills and procedures which might qualify you to perform the essential functions of positions that you might not otherwise be able to do because of your disability, so that you will be considered for such positions. Provision of such information is voluntary.

The Company will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and to disabled veterans.

Neither a decision provide such information nor or a refusal to provide it will subject you to any retaliation or to an adverse employment action. Company policy prohibits employees and applicants from being subjected to harassment, intimidation, threats, coercion, retaliation, or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity or affirmative action; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal

employment opportunity or affirmative action; or (4) exercised any other right made available under the Company's EEO Policy or Affirmative Action Program or otherwise protected by federal, state or local law requiring equal employment opportunity or affirmative action.

Information obtained concerning individuals will be kept confidential except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled individuals and regarding necessary accommodations, (ii) first aid personnel may be informed of such information, when and to the extent appropriate, if the condition might require emergency treatment, and (iii) government officials investigating compliance with the Acts must be informed of such information.

Human Resources will assume responsibility for the day-to-day implementation and monitoring of this policy. As part of the responsibility, HR will periodically analyze the Company's personnel actions and their effects to insure compliance with our equal opportunity objectives.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to be considered under our Affirmative Action Plan, please see Human Resources during regular business hours. This is also a reminder that employees may update their disability status at any time by contacting Human Resources.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask for your continued assistance and support to attain our collective objective of affirmative action and equal employment opportunity.

Sincerely,

A handwritten signature in blue ink that reads "Michelle Torkelson". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Michelle Torkelson