

STATE REGULATION NOTICE

OREGON EMPLOYER ACCOMMODATION FOR PREGNANCY ACT

Congratulations and Welcome to Booz Allen!

Booz Allen Hamilton is committed to the principles of equal employment opportunity and providing a workplace that is free from discrimination based on race, color, religion, sex, national origin, age, marital status, sexual orientation, gender identity and expression, disability, veteran status, pregnancy, genetic information, or any other status protected by relevant federal, state, or local law.

As part of this commitment we are providing this written notification to you regarding Oregon Employer Accommodation for Pregnancy Act (the "Act"). This act requires all employers to reasonably accommodate pregnant employees, prohibits employers from discriminating against employees on the basis of pregnancy, childbirth or a related medical condition and requires notice informing staff of these updates. As an Oregon employer Booz Allen Hamilton is obligated by law to notify you of the Act.

If you have any questions or concerns regarding this notice, please do not hesitate to contact your HR Business Partner, or the [Employment Risk Management and Compliance Team](#). Should you need to seek out further information regarding a workplace accommodation, please reach to a member of our [Disability Accommodations Team](#).

As a reminder, all Firm policies, including the Firm's Equal Employment Opportunity and Affirmative Action policy and the Code (both of which include a list of avenues available to you for reporting a workplace concern) can be found on the Policy Library at [Ethics.bah.com](https://ethics.bah.com).

Best regards,

Employment Risk Management and Compliance Team