

Genetic Information Policy

The Company may seek medical information from employees from time to time for the purpose of administering leave, returning an employee to work, or other work-related reasons. Employees should not disclose genetic information when responding to such a request for medical information. Genetic information includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services. If medical information is sought from you, you should respond with medical information relating to yourself, *not* your family members. The only exception is if the request for medical information is made in connection with an employee's need for leave to care for a family member under the FMLA.

The Company respects the privacy of employees' genetic information. Under no circumstances, should an employee feel compelled to disclose genetic information to co-workers or supervisors, whether inside or outside of work.