

## 2019 Commitment to Equal Employment Opportunity

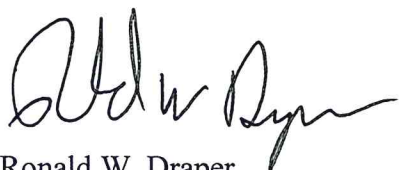
**Commitment to EEO.** Textron Aviation Inc. is committed to affirmative action and equal employment opportunity. It remains our policy to provide equal employment opportunity to all persons consistent with employment qualifications and applicable laws regarding discrimination because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran or other protected status. Textron Aviation Inc. will take steps to assure that it recruits, hires, trains, and promote persons in all job titles, and ensure that all other personnel actions are administered without regard to such protected categories.

**Audit and Reporting Systems.** Textron Aviation Inc. has implemented an audit and reporting system to measure the effectiveness of Textron Aviation Inc.'s Affirmative Action Plan (AAP), to identify and address the need for remedial action if necessary, and to determine the degree to which Textron Aviation Inc.'s overall objectives have been attained.

**Support and Responsibility for Implementation.** The AAP has the support of Ron Draper, President & CEO of Textron Aviation Inc., as well as the entire Textron Aviation Inc. management team. Phet Namphengsone, HR Employee Relations and Compliance Manager, is responsible for administering all aspects of the company's EEO policy and the AAP.

**Questions and Access to AAP.** If you, as one of our employees or as an applicant for employment, have any questions regarding equal employment opportunity or affirmative action issues, please contact Phet Namphengsone, HR Employee Relations and Compliance Manager, at PTNamphengsone@txtav.com or 316-517-5955, or make arrangements with your local HR manager to review our EEO Policy and/or the AAP during regular work hours, Monday through Friday.

**Prohibition Against Retaliation.** Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: (1) Filing a complaint; (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of affirmative action, including but not limited to, provisions of section 503, VEVRAA, or any other Federal, state or local law requiring equal opportunity for individuals with disabilities and/or protected veterans; (3) Opposing any act or practice made unlawful by section 503 or its implementing regulations in this part, VEVRAA or its implementing regulations in this part, or any other Federal, state or local law requiring equal opportunity for individuals with disabilities and/or protected veterans; or (4) Exercising any other right protected by section 503 or its implementing regulations in this part, VEVRAA or its implementing regulations in this part, or any other Federal, state or local equal employment opportunity law.



Ronald W. Draper  
President & CEO  
Textron Aviation