

**A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS**  
AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Daktronics has been and will continue to be an equal opportunity employer.

- a) This is to affirm Daktronics policy of providing equal employment opportunities to all employees and applicants for employment in accordance with all applicable laws, directives, and regulations of federal, state, and local governing bodies or agencies. Our organization will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, citizenship status, sex, sexual orientation, gender identity, disability, age, marital status, familial status, membership or activity in a local human rights commission, or status regarding public assistance.
- b) We will take affirmative steps to ensure that all our employment practices are free of discrimination. Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.
- c) We will provide reasonable accommodation to applicants and employees with disabilities whenever possible. We will evaluate the performance of management and supervisory personnel based on their involvement in achieving these Affirmative Action objectives as well as other established criteria. In addition, all employees are expected to perform their job responsibilities in a manner that supports equal employment opportunities.

I have appointed Paula Gapp to manage the Equal Employment Opportunity (EEO) program. EEO Coordinator responsibilities include monitoring all EEO activities and reporting the effectiveness of the business' Affirmative Action program as required by law.

If you, as one of our employees or as an applicant for employment, have any questions about this policy, please contact the EEO Coordinator during regular business hours.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all of the Company's personnel to attain our objective of equal employment opportunity for all.

Sincerely,



Reece Kurtenbach  
Chief Executive Officer