

TO WHOM IT MAY CONCERN:

Re: Notification of Equal Employment Opportunity/Affirmative Action Obligations

As part of Comtech EF Data's compliance with federal Equal Employment Opportunity and Affirmative Action regulations, we hereby notify All Vendors that, as an entity supplying goods and/or services Comtech EF Data your organization may be subject to the following laws and accompanying regulations:

- * **Executive Order 11246 (and its implementing regulations at 41 C.F.R. part 60);**
- * **The Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (and its implementing regulations at 41 C.F.R. 60-250);**
- * **Section 503 of the Rehabilitation Act of 1973, as amended (and its implementing regulations at 41 C.F.R 60-741).**

The equal employment opportunity clauses within each of the above regulations, as applicable, are included by reference in all contracts from Comtech EF Data

Very truly yours,

A handwritten signature in cursive script that reads "Audrey Bethea".

Audrey Bethea
EEO Coordinator