



DOBLE ENGINEERING

To: U.S. Employees of Doble Engineering Company
From: Matt Carrara, President USG
Subject: Affirmative Action/Equal Employment Opportunity Statement
Date: June 4, 2026

Doble Engineering Company maintains an Affirmative Action Program (AAP) to implement and support its Equal Employment Opportunity (EEO) policy and to ensure compliance with all applicable federal, state, and local regulations.

Doble Engineering Company is firmly committed to the principles of equal employment opportunity for all qualified individuals. It is our policy to provide equal employment opportunity in all employment practices, including recruitment, hiring, compensation, benefits, training, promotion, transfer, discipline, layoffs, recall, termination, and all other terms and conditions of employment.

Doble Engineering Company prohibits discrimination and harassment of any kind and provides equal employment opportunities to all persons without regard to race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age, disability, genetic information, or status as a protected veteran. In addition, Doble Engineering Company is committed to taking affirmative action to employ and advance in employment qualified individuals with disabilities and protected veterans in accordance with applicable regulations.

I have assigned the responsibility for the implementation and oversight of the Affirmative Action Program to Beth Arnold, the Director of HR – US and LAO. She is responsible for developing, administering, monitoring, and ensuring the effectiveness of the Company's AAP. However, I retain overall responsibility for the effectiveness of our equal employment opportunity and affirmative action efforts.

All managers and supervisors are expected to actively support and comply with this policy and are accountable for ensuring that employment decisions are made in accordance with EEO and affirmative action principles.

Doble Engineering Company strictly prohibits retaliation against any individual who raises a concern, files a complaint, assists in an investigation, or otherwise participates in protected activity related to equal employment opportunity or affirmative action. Any employee or applicant who believes they have been subjected to discrimination, harassment, or retaliation is encouraged to report concerns promptly to their supervisor, Director of HR, or any member of management. Concerns may also be reported directly to me.

Our Affirmative Action Program is available for inspection by employees and applicants upon request during normal business hours. Requests to review the program should be directed to the Director of HR.

Doble Engineering Company is committed to maintaining a workplace free from discrimination and to fostering an inclusive environment where all individuals are valued and have the opportunity to succeed.

A handwritten signature in black ink that reads "Matthew Carrara".

Matthew Carrara, President USG
Doble Engineering Company



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