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Equal Employment Opportunity Policy

Version Date: 3/31/10
Original Version Date: 1/1/09

Scope

All employees of Zebra Technologies Corporation and its subsidiaries ("Zebra") – U.S. facilities.

Policy

It is the policy of Zebra Technologies Corporation to follow equal employment opportunity (EEO) guidelines in all employment decisions.

Zebra Technologies Corporation is committed to providing equal opportunities for all applicants and employees without regard to race, color, religion, sex, pregnancy, ancestry, marital status, age, national origin, disability, sexual orientation, and military or veteran status. It is our policy not to discriminate based on these or any other classifications protected by state, federal or local law. This policy extends to all terms and conditions of the employment process including: recruiting, hiring, training, employee development, promotions, compensation, benefits, social and recreational programs, facilities, transfers, layoffs and terminations.

A copy of Zebra Technologies' Affirmative Action Plan is available to employees during business hours. The Plan is a tool which assists Zebra in ensuring that the diversity of our organization reflects the diversity of the general population in areas where Zebra sites are located.

Zebra Technologies Corporation is also committed to creating a workplace that is free of discrimination against, or harassment of, any employee by co-workers, supervisors, management or customers. Zebra Technologies Corporation wants to ensure that all employees have the freedom to contribute to our Company in an atmosphere of mutual respect and opportunity. If at any time an employee experiences discrimination or harassment, he/she should advise his/her manager or Human Resources without delay.