



Dear Subcontractor, Vendor or Supplier:

You are receiving this notice given your role as a subcontractor, vendor, or supplier of Cummins Inc. or a subsidiary of Cummins Inc. ("Cummins"). Cummins is a U.S. federal government contractor subject to the nondiscrimination and affirmative action compliance requirements of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended. As part of our efforts to comply with these laws and their implementing regulations, Cummins has developed and implemented equal employment opportunity and affirmative action policies and programs, which are designed to ensure that all qualified applicants and employees are treated without regard to such factors as disability and veteran status.

The implementing regulations of these laws require federal contractors to disseminate information to their subcontractors, vendors, and suppliers about their nondiscrimination and affirmative action policies, and also to "request appropriate action" on their part to ensure full compliance throughout the subcontracting chain related to the federal contract.

Because your respective entity is a subcontractor, vendor, or supplier of Cummins, this communication is intended to inform you of Cummins' commitment to compliance with these important nondiscrimination and affirmative action requirements, and to ask for your support of and commitment to your entity's compliance with them as well.

Cummins Inc. values global supply partners who share our commitment to quality and value, and who operate under a philosophy that focuses on integrity, compliance and doing the right thing.