SUZUKI MOTOR OF AMERICA, INC.

TO:	Employees and Applicants For Employment	SUBJECT:	Reaffirmation of EEO/Affirmative Action Policy
FROM:	Tak Hayasaki, President	Date:	February 28, 2015

Suzuki Motor of America, Inc. reaffirms its commitment to providing Equal Employment Opportunity in its personnel policies and practices. It is SMAI's policy to recruit, hire, train and promote into all jobs levels, employees and applicants for employment without regard to race, color, religion, age, sex, marital status, sexual preference, religious grooming practice, religious dress practice, gender identity, national origin, physical or mental disability, veteran status or any other protected classification under federal, state, or local law. All such decisions are based on (1) individual merit, qualifications, and competence as they relate to the particular position, and (2) promotion of the principle of equal employment opportunity.

All other personnel programs such as compensation, benefits, transfers, layoff, return from layoff, training, education, and social and recreational programs are administered without regard to race, color, religion, age, sex, national origin, gender identity, physical or mental disability, veteran status or any other protected classification under federal, state, or local law.

SMAI certifies its commitment to providing Equal Employment Opportunity in its personnel policies and practices. SMAI has developed and implemented an Equal Employment Opportunity Program to support its commitment to the principle of equal employment opportunity.

SMAI is committed to complying with the regulations set forth in Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Act of 1974, as amended (38 U.S.C. 4212) and their implementing regulations. As part of our Affirmative Action Program, the full Affirmative Action Program for Disabled Workers and Qualified Veterans shall be available for inspection by any applicant or employee upon request by appointment only. To view the plan, please make an appointment with the Human Resources Manager. SMAI prohibits discrimination against qualified individuals on the basis of sex, race, disability and veteran status, and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment such qualified individuals.

SMAI complies with all provisions of Title VII of the Civil Rights Act of 1964 as amended, and of the rules, regulations and relevant orders of the Secretary of Labor. SMAI complies with all provisions of all the States and local regulations hereinafter enacted.

Mark Eastman, Executive Vice President, Operations, has been appointed Corporate EEO Officer. He is responsible for administering the company's affirmative action program and will report to senior management on a continuing basis with regard to the progress being made under the Plan. Anyone having questions, comments or complaints regarding the company's equal and affirmative action policies should contact Mark Eastman at mark.Eastman@suz.com or 714-996-7040.