

# ETHAN ALLEN®

ETHAN ALLEN GLOBAL, INC.  
AND ITS SUBSIDIARIES

## **Reasonable Accommodation**

We are committed to Equal Employment Opportunity and Affirmative Action. We recruit, hire, train and promote persons in all job titles and ensure that all other personnel actions are administered without regard to race, religion, color, national origin, citizenship, sex, sexual orientation, gender identity, age, veteran status, disability, genetic information, or any other protected characteristic. Ethan Allen Global, Inc. and its subsidiaries is committed to providing reasonable accommodations to employees and applicants with disabilities to the full extent required by the Americans with Disabilities Act (ADA). If you feel you need a reasonable accommodation pursuant to the ADA, you are encouraged to contact us at 203-743-8343.

## **Drug Free Workplace**

It is the policy of Ethan Allen Inc. to maintain a workplace free of individuals who test positive for any illegal drug or alcohol in their system, or who use illegal drugs or a controlled drug, in any amount and regardless of frequency, without a medically acceptable prescription. Therefore, all applicants are required to undergo a drug abuse screening test before being hired, and all employees may be required to undergo such test at least annually, and to undergo additional testing if involved in a critical event supporting more frequent testing.