

NOTICE TO ALL EMPLOYEES AND APPLICANTS

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Patterson Companies, Inc., including its U.S. subsidiaries and affiliates (collectively, "Patterson"), has been and will continue to be an equal opportunity employer. In furtherance of this commitment to equal employment opportunity, we will take steps to assure that:

- Individuals are recruited, hired, assigned and advanced to positions for which they are qualified, based on valid job requirements and without regard to race, color, national origin, religion, age, sex (including pregnancy), sexual orientation, gender identity or expression, genetic information, disability, or protected veteran status, or any other characteristic protected by federal, state or local laws, rules or regulations.
- All employment practices, including compensation, benefits, transfers, promotions, demotions, layoffs, terminations, training, and education are administered without regard to race, color, national origin, religion, age, sex (including pregnancy), sexual orientation, gender identity or expression, genetic information, disability, or protected veteran status, or any other characteristic protected by federal, state or local laws, rules or regulations.
- Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (i) filed a complaint; (ii) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal opportunity; (iii) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (iv) exercised any other right protected by federal, state or local law requiring equal opportunity.

Patterson has developed an affirmative action program which sets forth the policies, practices and procedures that Patterson has implemented in order to ensure that the principles of equal employment and affirmative action are accomplished. Patterson's written Affirmative Action Plans are located in the Human Resources office and may be reviewed by employees or applicants for employment on weekdays during normal business hours by contacting HRCompliance@pattersoncompanies.com.

Patterson makes every effort to provide reasonable accommodations to employees and applicants with disabilities, including disabled veterans. Any applicant requiring assistance with completing the online application process may contact jobs@pattersoncompanies.com. We would also like to remind employees that they may update their disability status at any time by contacting HRCompliance@pattersoncompanies.com.

As Patterson's President and CEO, I am committed to our equal opportunity and affirmative action principles. The Chief Human Resources Officer is responsible for ensuring the successful implementation of Patterson's affirmative action program. This responsibility, carried out through appropriate HR personnel designated by the CHRO, includes periodically analyzing Patterson's personnel actions and their effects to ensure compliance with our equal employment opportunity policy, establishing and maintaining an internal audit and reporting system to allow for effective measurement of Patterson's program, and day-to-day implementation and monitoring of the program. All members of management must understand and fully support Patterson's equal employment opportunity policy, and are responsible for applying these principles in the workplace. Furthermore, all employees are responsible for ensuring that their work conduct is consistent with these principles.

I ask for continued assistance and support of all Patterson employees in promoting equal employment opportunity in our workplace.



Mark Walchirk
President and CEO