

## OPEN DOOR POLICY

At Velocity, we believe in fostering a transparent and open work environment where every employee feels valued, heard, and supported. We have an Open Door Policy to encourage open communication and provide a mechanism for employees to voice their concerns, share ideas, and seek resolution to any workplace issues.

We encourage all employees, regardless of position or tenure, to address concerns directly with their immediate supervisor or manager. If the employee feels uncomfortable discussing the matter with their supervisor or if the issue remains unresolved, the employee may escalate the concern to the next level of management or can contact Human Resources directly.

Employees who raise concerns or provide feedback under our Open Door policy will not face retaliation. Retaliation against any employee for using this policy is strictly prohibited.

By fostering a culture of open communication and addressing concerns proactively, we aim to create a positive and collaborative work environment for all employees at Velocity.

**Velocity Forest Lake**  
20697 Fenway Avenue North  
Forest Lake, MN 55025  
651.464.3900

**Teamvantage**

**Velocity Brooklyn Park**  
6835 Winnetka Circle  
Brooklyn Park, MN 55428  
763.657.4230

**MMD Medical**

**Velocity CMD Forest Lake**  
22455 Everton Avenue N  
Forest Lake, MN 55025  
763.535.2334

**Custom Mold & Design**

**Velocity Becker**  
14085 Commercial Drive  
Becker, MN 55305  
763.261.2000

**Paradigme Engineering**