

# **Digimarc Corporation Equal Employment Opportunity Policy Statement**

The officers, directors and managers of Digimarc Corporation believe that we are responsible to our stockholders, customers, employees, suppliers and the community to ensure that all employment decisions are free of discrimination.

This means that decisions involving people are based on valid criteria, independent of an individual's gender, race, color, national origin, age, religion, citizenship, marital status, sexual orientation, physical or mental disability, veteran status or other status protected by law. This policy covers decisions in areas such as recruitment, hiring, transfers, promotions, separations, compensation, benefits, training, social and recreational programs.

If an individual is discriminated against or harassed based on their gender, race, disability or any other illegal factor outlined above, corrective action will be taken. Harassment includes all conduct that has the purpose or effect of interfering with a person's work performance or creating an intimidating, hostile or offensive work environment based on the affected person's protected status. It also includes more subtle forms of behavior, such as offensive posters, postings on computer screen, e-mails, cartoons, caricatures, comments, pranks and jokes. Discrimination or harassment is unacceptable by, toward or between co-workers, supervisors, managers, contractors, suppliers and customers. Violation of this policy can result in immediate dismissal.

Incidents of discrimination or harassment must be reported and will be immediately investigated. Employees and applicants will not experience adverse consequences from making a complaint or assisting in a review of a personnel action or employment practice that involves our Equal Employment Opportunity Policy, or opposing an act or practice made unlawful by federal, state or local employment laws.

Digimarc is also committed to taking affirmative steps to employ and advance women, minorities, veterans and individuals with disabilities. Our Affirmative Action Plans ensure that our recruiting efforts are open to a diverse group of candidates, and that training and the possibility of advancement are open to all persons wishing to make investments in their career. A diversified workforce also means that this organization makes reasonable accommodations for people with religious or disability considerations, when such requests do not result in an undue hardship to the conduct or cost of doing business.

Each officer, director, manager, employee and supplier is responsible for ensuring that this Equal Employment Opportunity Policy is maintained. Bob Chamness, Chief Legal Officer and Secretary, is responsible for this policy and will periodically report to me (or us) about its implementation. If you have questions about this policy, would like to take advantage of our Affirmative Action Program, review our Affirmative Action Plan for Covered Veterans and Individuals with Disabilities, or know of circumstances where this policy has not been followed, please contact Cindy Smith, Human Resources – Corporate, during normal business hours at Digimarc Corporation, 9405 SW Gemini Drive, Beaverton, Oregon 97008, 503.469.4680. Alternatively, you may also address problems and concerns by contacting Bob Chamness, Digimarc Corporation, 9405 SW Gemini Drive, Beaverton Oregon 97008.

Bruce Davis  
Chairman & Chief Executive Officer

*Effective: 10/21/08  
Supersedes: 1/1/08*