

Policy for Hiring Veterans

11 August 2019 – 31 July 2020

A close-up, high-angle photograph of the American flag, showing the red and white stripes and the blue field with white stars. The flag is draped and folded, creating deep shadows and bright highlights in the fabric. The background is a solid dark grey or black.

RigNet

Description Of Organization

RigNet is a global technology company that provides customized data and communications services. Customers use our private networks to manage information flows and execute mission-critical operations primarily in remote areas where conventional telecommunications infrastructure is either unreliable or unavailable. We provide our clients what is often the sole means of communications for their remote operations. On top of and vertically integrated into these networks we provide services ranging from fully-managed voice, data, and video to more advanced services including: cyber security threat detection and prevention; applications to improve crew welfare, safety or workforce productivity; and a real-time AI-backed data analytics platform to enhance customer decision making and business performance.

Historically, our primary focus has been on customers in the upstream exploration and production segment of the energy industry, including offshore drilling rigs and production facilities. In recent years, we have expanded our services to include onshore drilling rigs and have increased our service offerings across the energy value chain to provide solutions to midstream and downstream customers where systems integration and IoT solutions are key elements. In addition, we have created channel partners around the world, creating opportunities to sell our industry-leading security, IoT, and machine-learning solutions outside of our traditional energy-focused markets.

This policy applies to all RigNet U.S. business locations, including its headquarters located at:

15115 Park Row
Suite 300
Houston, TX 77084

Why Hire Veterans?

As a service delivery company, RigNet always strives to seek and hire the best talent available to promote the success of the company and to match open job requisitions. In doing so, there are many reasons to seek and hire veterans:

- Mission Critical Skills and Focus – Veterans undergo trade-related and technical training that often relates directly to civilian jobs. Veterans are experienced at looking at the big picture and completing the ‘mission’. They’re adept at tackling problems and handling challenges without losing sight of their goal
- Leadership and Teamwork – veterans are trained to be leaders and managers while recognizing the crucial importance of cooperation – working together as a team and interacting with other teams. The ability to work as part of a single cohesive unit is one that is greatly in demand with companies in any industry, which makes a veteran the perfect team member.
- Responsibility – veterans know what it means to be accountable for valuable human and material resources. They are trained to be problem-solvers, to adapt to changing situations, and follow rules and schedules.

Veteran Friendly

RigNet will conduct itself as a veteran friendly company by observing “Best Practice” recommendations by the Department of Veteran Affairs. The practices listed below will help RigNet be recognized as a place where veterans will want to work and be part of the RigNet family:

- Have supportive policies and practices in place for members of the National Guard and Reserve
- Provide orientation training to new Veteran employees on the organization’s culture, services, etc
- Recognize employees for their military service

Veteran Recruitment And Hiring

As RigNet recruits veterans for open employment opportunities, there are practices that are favorable in finding veterans that help the company's posture for success. RigNet's goal will be to follow these practices whenever practical to help recruit the best possible candidates:

- Advertise job openings on military job boards and social media sites
- Attend military job fairs, both traditional and virtual
- Encourage Veteran employees to refer fellow Veterans for job openings
- Develop a PR campaign to market RigNet as military-friendly

Veteran Owned Businesses

With the established creation of a Government Services Business Unit at RigNet, the company will place a goal of doing business with veteran owned business to help facilitate compliance on sub-contracting plans. As a designated large business, RigNet feels that it is not only a compliance requirement, but a fundamental part of developing business incorporating all cogs of business functions.

Veterans With Disabilities

RigNet Inc. and its subsidiaries provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, RigNet Inc. and its subsidiaries complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities.