

## EQUAL EMPLOYMENT OPPORTUNITY

We respect diversity and accordingly are an equal opportunity employer. The Company will not discriminate on the basis of race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and related medical conditions), gender identity or gender expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, protected medical condition as defined by applicable state or local law, genetic information, or any other characteristic protected by applicable federal, state, or local laws and ordinances. Our management team is dedicated to ensuring the fulfillment of this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, access to facilities and programs, and general treatment during. We will endeavor to make a reasonable accommodation to team members who have requested an accommodation or for those the Company has noticed may require such an accommodation, without regard to any protected classifications, related to a team member's, (i) physical or mental disability, (ii) sincerely held religious beliefs and practices, (iii) needs as a victim of domestic violence, sex offenses or stalking, (iv) needs related to pregnancy, childbirth or related medical conditions, and/or (v) any other reason required by applicable law, unless the accommodation would impose an undue hardship on the operation of our business. Any team member who would like to request an accommodation should contact Human Resources. Team members with questions or concerns about equal employment opportunities in the workplace are encouraged to bring these issues to the attention of Human Resources. We will not allow any form of retaliation against any team member who raises issues of equal employment opportunities in the work-place. To ensure our workplace is free of artificial barriers, violation of this policy may result in disciplinary action, up to and including termination.