THIS POLICY IS LEGALLY ESSENTIAL

Equal Employment Opportunity Policy

This Equal Employment Opportunity Policy (EEO Policy) reaffirms the policy and commitment of ABC Company to provide equal employment opportunities for all employees and job applicants. The Company endorses and follows this EEO Policy in implementing all employment practices, policies and procedures.

ABC will recruit, hire, train and promote persons in all job titles without regard to race, color, religion, national origin or ancestry, sex (including pregnancy), age, marital status, sexual orientation, gender identity, genetic information, disability, veteran status, protective hairstyle, or any other legally protected status under local, state or federal law. The Company will make employment decisions that further the principle of equal employment opportunity. The Company will ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid and nondiscriminatory requirements for promotional opportunities. The Company also will ensure that all personnel decisions and actions, including but not limited to compensation, benefits, transfers, promotions, layoffs, returns from layoff, discipline, terminations, Company‑sponsored training, education and social and recreation programs, will be administered without regard to any legally protected status under local, state or federal law.

All employees are expected to comply with this EEO Policy. Managers and supervisors who are responsible for meeting business objectives are expected to cooperate fully in meeting our equal employment opportunity objectives and their overall performance will be evaluated accordingly.