



NOTICE AND INVITATION TO ALL ASSOCIATES AND APPLICANTS

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION COMMITMENT STATEMENT

We are an Equal Opportunity Employer. This means, we are committed to providing equal opportunity for the participation of all qualified persons in all job classifications without regard to race, color, sex, sexual orientation, gender identity, marital status, age, religion, national origin, disability, veteran status, genetic information, or any other factor the consideration of which is prohibited by law. Our policy extends to all employment decisions and personnel actions including recruitment, hiring, training, promotion, transfer, demotion, corrective action, termination, compensation, benefits, retirement, educational assistance, Company-sponsored social and recreational events, and all other terms and conditions of employment. All employment decisions are made on the basis of job qualifications and the ability to perform the essential functions of the job in question, and we are committed to making reasonable accommodations whenever necessary to allow qualified persons with disabilities to enjoy equal employment opportunity. We also have established and maintain written affirmative action plans for minorities and women, protected veterans, and persons with disabilities.

The Company protects Associates and Applicants from retaliation, including discrimination, intimidation, threats, coercion, or harassment, as a result of: (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or other activity related to the administration of any federal, state, or local law requiring equal opportunity; (3) opposing any act or practice made unlawful by any other federal, state, or local law requiring equal opportunity; or (4) exercising any other right protected by federal or state equal employment opportunity laws.

I have appointed **Shena D. Davidson** as the Company's Equal Employment Opportunity (EEO) Coordinator. As EEO Coordinator, she is responsible for establishing, monitoring, and evaluating the progress of our affirmative action program and for ensuring equal employment opportunity for all Associates and Applicants. The EEO Coordinator is available for consultation regarding any question or problem related to our equal employment opportunity policy and affirmative action programs.

If you have a disability or are a protected veteran and would like to identify yourself for consideration under our affirmative action program, you may do so as an Applicant or once hired as an Associate. Applicants for employment are invited to identify during the online application process. Associates may identify at any time within My Workday. The disclosure of any information concerning disability or veteran status is strictly voluntary, and the failure or refusal to provide such information will not subject you to any adverse action. All information obtained concerning the disabled- or veteran-status of Associates and Applicants will be kept confidential and will be used only in accordance with applicable federal and/or state laws and regulations.

If you, as one of our Associates or as an Applicant for employment, have any questions about this policy or wish to review non-confidential plan documents, please contact the EEO Coordinator during business hours.

I have reviewed and fully endorse our Affirmative Action and Equal Opportunity program. In closing, I ask the continued assistance and support of all of our Company's Associates to attain our objective of equal employment opportunity for all.

A handwritten signature in black ink that reads "John Hairston". The signature is stylized and fluid.

John Hairston
President and CEO