

Equal Opportunity Statement

Oak View Group's policy is to provide equal employment opportunities to, and not to discriminate against, all applicants and employees without regard to race, color, traits historically associated with race (such as hair texture, hair type and protective hairstyles), religion, creed, ethnicity, national origin, ancestry, citizenship or immigration status, age, sex or gender (including pregnancy, childbirth, related medical conditions and lactation), gender identity or expression (including transgender status), sexual orientation, reproductive health decisions, marital status, veteran status, membership in the uniformed services, disability, protected medical condition as defined by applicable state or local law, genetic information, or any other trait or status protected by applicable federal, state or local laws and ordinances ("protected characteristics"), which protections shall also cover the perception that an individual has a protected characteristic or associates with a person who has or is perceived as having a protected characteristic, to the extent required by law. Our commitment to equal opportunity employment applies to all persons involved in our operations.

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This policy of equal opportunity covers all aspects of the employment relationship, including recruitment, the application and hiring process, placement, corrective action, promotion and transfer, selection for training opportunities, compensation, termination and the application of service, retirement and employee benefit plan policies, employee activities, access to facilities and programs, and general treatment during employment. Consistent with this policy, OVG is committed to making employment decisions based on merit, qualifications, business needs, and other job-related criteria without regard to an individual's actual or perceived protected characteristic(s).

Any questions or concerns about equal employment opportunities in the workplace can be raised to Human Resources and/or through one of the channels identified in the Open Door Policy (which includes avenues for anonymous reporting). Reports of discrimination should be made in accordance with the Reporting Procedures set forth in the Discrimination, Harassment & Retaliation Prevention policy as well as any procedures set forth in any applicable state supplement. We will not allow any form of retaliation against employees who raise issues of equal employment opportunities in the workplace.

