



March 1, 2017

## **AFFIRMATIVE ACTION POLICY STATEMENT**

One of City of Hope's major objectives is to represent good citizenship and to maintain a reputation for high standards of business. Employees are our most important resource and the basis for our success. We seek an environment characterized by respect for the individual where cultural and ethnic diversity are blended by teamwork into a harmonious work force.

The company continues to be committed to equal employment opportunity to ensure the rights of each person in all Human Resources Department actions, including recruitment, selection, training, compensation, promotion, and recreation, all of which shall be based upon individual ability, interests and performance. This policy has my complete support.

Therefore, all persons shall enjoy the benefits of decisions which are free of discrimination or harassment on the grounds of race, religious creed, color, national origin, ancestry, medical condition, marital status, gender, age, protected veteran status, sexual orientation, or status as an individual with a disability.

The overall responsibility for Affirmative Action Programs rests with me. Kety Duron, the Chief Human Resources and Diversity Officer is responsible for coordination of Affirmative Action Programs. While managers and supervisors are responsible for maintaining a discrimination-free work environment, employees share the responsibility for mutual understanding and a spirit of cooperation.

A copy of the company's Affirmative Action Plan may be reviewed during normal business hours in the Human Resources Department.

A handwritten signature in blue ink, appearing to read 'R Stone', is located below the text of the policy statement.

Robert Stone  
President and Chief Executive Officer  
CITY OF HOPE