



A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

EQUAL OPPORTUNITY POLICY STATEMENT

Arnold & Porter Kaye Scholer LLP has been and will continue to be an equal opportunity employer. To ensure full implementation of this equal opportunity policy, we will take steps to ensure that:

- a. Persons are recruited, hired, assigned and promoted without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are based on only job requirements and administered without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

Janet Robin, EEO Coordinator, has been assigned the overall responsibility to implement the firm's legally required programs related to individuals with a disability and protected veterans. As part of that responsibility, the EEO Coordinator will implement and administer an audit and reporting system to ensure compliance with the firm's obligations, periodically measure the effectiveness of the programs, and identify any areas for potential remedial action, as appropriate.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of the firm's programs for individuals with a disability or protected veterans, please contact Janet Robin during regular business hours.

The firm's top United States executives endorse this equal opportunity policy statement and ask for all personnel to assist and support equal employment opportunity for all.