

Equal Employment Opportunity (EEO) Policy Statement

The EEO Policy Statement below is posted on our company's bulletin board along with our required employment posters as well as via the intranet and is viewable by both employees and applicants. The EEO is the Law poster is also posted on our company's bulletin board as well as made available electronically through our company website for viewing by online applicants.

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Cox not to discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, veteran status, disability status, or other legally protected status. It is also the policy of Cox to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment. Furthermore, in accordance with applicable law, Cox will provide reasonable accommodations to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business.

Cox prohibits harassment of employees and applicants because they are individuals with disabilities or protected veterans. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of section 503, VEVRAA, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act of practice made unlawful by section 503, VEVRAA, or their implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by section 503, VEVRAA or their implementing regulations..

Each SVP, Network and Field Operations of the Central, East, and West Regions, respectfully, are committed to the principles of affirmative action and equal employment opportunity. To ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company Debbie Ferrara Van Roy AVP, Employee Experience, has been assigned duties for each region. One of the AVP, Employee Experience's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of each region's AAP programs. Cox's audit and reporting system enable us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether protected veterans and individuals with disabilities had the opportunity to participate in company-sponsored activities, measure our compliance with the program's specific obligations, and document actions taken to comply with these obligations.

In furtherance of Cox's policy regarding affirmative action and equal employment opportunity, Cox has developed a written Affirmative Action Program (AAP) which sets forth the policies, practices, and procedures that Cox is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. Non-confidential portions of AAPs are available for inspection by any employee or applicant for employment upon request between 9 am - 4 pm at the Human Resources department. Any questions should be directed to your supervisor, or the compliance team via email at Compliance-CCIPeopleServices@cox.com.