



EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION

Alliant is an equal opportunity employer and makes employment decisions on the basis of merit. Company policy prohibits unlawful discrimination based on race (including traits traditionally associated with race, such as hairstyles), color, creed, age, gender, sexual orientation, political affiliation, national origin or ancestry, religion, marital status, military service/veteran status, pregnancy, physical or mental disability, medical condition, including genetic characteristics, or any other consideration made unlawful by federal, state, or local laws. It also includes a perception that anyone may have any of those characteristics or is associated with a person who has or is perceived as having any of those characteristics. All such discrimination is unlawful.

As a government contractor, the Company takes affirmative action to promote equal employment opportunities for all qualified women, minorities, disabled individuals and veterans. Alliant Insurance Services also seeks applicant referrals from our current employees. Reasonable accommodation is available for qualified individuals with disabilities, religious needs, and as otherwise required by law. Contact Human Resources if a reasonable accommodation is needed.

The Affirmative Action Policy is available for inspection by any employee or applicant upon request at a time and place that is mutually convenient for the employee and management. It is the firm belief of the Company that jobs must be open to all qualified persons, and the Company is committed to the success of an affirmative action program as an important business goal.

In addition to the protected statuses herein, and in accordance with the California Fair Employment and Housing Act, the Company is committed to providing equal opportunities to all employees and applicants without regard to ethnicity, sex (including childbirth, breastfeeding and related medical conditions), gender, gender identity or expression, sexual orientation, ancestry, veteran status, marital status, protected medical condition, genetic information, or any other protected status in accordance with all applicable federal, state and local laws.

Employees with questions or concerns about discrimination in the workplace should bring these issues to the attention of his/her manager, Human Resources, or any member of management, including the Chief Executive Officer, President, Chief Operating Officer or Chief Financial Officer, of the Company. Employees can raise concerns, report problems, or make complaints without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to corrective action, up to and including termination.