

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

Issued April 2026

It is, has been, and will continue to be the policy of Scholarship America to provide equal employment opportunity without regard to race, color, creed, religion, sex, national origin, ancestry, citizenship, gender identity, sexual orientation, age, disability, status as a disabled veteran, recently separated veteran, Active Duty Wartime or Campaign Badge Veteran, or Armed Forces Service Medal Veteran, marital status, familial status, age, handicap or disability, genetic predisposition or carrier status, uniformed service status or any other characteristic protected by applicable law. Further, it is the policy of Scholarship America to undertake affirmative action for protected veterans and individuals with disabilities in compliance with all federal, state, and local requirements to recruit a diverse pool of applicants and to ensure that our employment practices are, in fact, non-discriminatory. I wish to take this opportunity to issue a formal reaffirmation of these policies and to assure each applicant, employee, and party with whom we do business of my personal commitment to our equal opportunity objectives.

Our continued success depends on the full and effective utilization of qualified persons. I will continue to direct our employment practices towards ensuring equal opportunity for all. Scholarship America intends that all matters related to recruiting, hiring, training, compensation, benefits, promotions, transfers, terminations and layoffs, and recalls, as well as all sponsored social and recreational programs, and all treatment on the job comply with equal opportunity principles. In addition, Scholarship America has in place, and has communicated to all employees, a strict policy forbidding harassment of any applicant or employee on account of gender, disability and status as a protected veteran

As a government contractor, we are also obliged to keep records, make reports to the federal government, develop written Affirmative Action Programs for Protected Veterans and Individuals with Disabilities, and undertake other related obligations.

While, as President & CEO, I retain the overall responsibility for equal opportunity compliance and implementation of our Affirmative Action Program for Protected Veterans and Individuals with Disabilities; it is important—and expected—that each manager and supervisor join me in full support of these policies. As is the case with other company policies, such as those regarding safety, proper care of company property, paperwork administration, attendance, etc., adherence to these policies by all employees is part of the company's evaluation of your job performance.

Day-to-day operating responsibilities for compliance have been delegated to Jen Menke, Vice President, HR, who serves as the company's EEO Officer. I invite any applicant or employee to address your concerns and questions to Jen or me.



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President & CEO