EQUAL EMPLOYMENT OPPORTUNITY
[41 C.F.R. §§ 60-300.44(a), 60-741.44(a)]

The Firm has adopted the enclosed policy, which is posted on Firm bulletin boards with other required employment postings and/or in the Firm's U.S. employee handbooks and is provided to applicants for employment.

Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates ("Skadden" or the "Firm") is an Equal Opportunity Employer. It does not discriminate against applicants or employees based on any legally impermissible factor including, but not limited to, race, color, religion, creed, sex, national origin, ancestry, age, alienage or citizenship status, marital or familial status, domestic partnership status, caregiver status, sexual orientation, gender, gender identity or expression, change of sex or transgender status, genetic information, medical condition, pregnancy, childbirth or related medical conditions, sexual and reproductive health decisions, disability, any protected military or veteran status, or status as a victim of domestic or dating violence, sexual assault or offense, or stalking. The Firm will continue to recruit, hire, train, and promote into all job levels the most qualified persons in accordance with this policy. Similarly, all other personnel matters will continue to be administered without regard to any of the legally impermissible factors described above, and the Firm will ensure all of its employment decisions are based only on valid job requirements.

In connection with the Firm's obligations as a federal contractor, no employee or applicant shall be subject to harassment, intimidation, threats, coercion, or discrimination because such person has engaged in or may engage in any of the following activities:

- Filing a complaint.
- Assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of the provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("VEVRAA"), the administration of Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503") or any other federal, state or local law requiring equal opportunity.
- Opposing any act or practice made unlawful by VEVRAA, Section 503, their implementing regulations, or any other federal, state or local law requiring equal opportunity.
- Exercising any other right protected by VEVRAA, Section 503 or their implementing regulations.

The Firm has adopted Equal Employment Opportunity Programs in accordance with VEVRAA and Section 503 ("EEO Programs"), which include an audit and reporting system. Johane Severin has been designated as the Firm's Equal Employment Opportunity ("EEO") Counsel. Any applicant or employee who wishes to review the non-data metrics portions of the Firm's EEO Programs for individuals with disabilities and protected veterans, or who has any questions, suggestions or concerns about this policy or its implementation, may contact People Operations

at (212) 735-3037 during regular business hours. In doing so, please know that the Firm does not allow retaliation against any employee or applicant who in good faith raises a concern under this policy. Jeremy D. London, Skadden's Executive Partner, supports the Firm's EEO Programs.