

## EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of Crain Communications Inc to:

1. Recruit, hire, train and promote, into all job classifications, the most qualified persons without regard to race, color, national origin, sex, sexual orientation, gender identity, religion, age, status as a protected veteran or individual with disability, or any other protected group status or non-job related characteristic as directed by law.
2. Make employment and promotional decisions based on merit.