



## **EQUAL EMPLOYMENT OPPORTUNITY**

IPIC Entertainment is an equal opportunity employer. We enthusiastically accept our responsibility to make employment decisions without regard to race, color, creed, religion, age, national origin, ancestry, citizenship status, sex or gender, (including pregnancy, childbirth and related medical conditions), gender identity or gender expression (including transgender status), sexual orientation, marital status, military-service or status, veteran status, physical or mental disability, protected medical condition as defined by applicable state or local law, genetic information or any other classification protected by applicable federal, state, and local laws and ordinances. Our management is dedicated to ensuring the fulfillment of this policy with respect to hiring, placement, promotion, transfer, demotion, layoff, termination, recruitment advertising, pay, and other forms of compensation, training, and general treatment during employment. The Company is committed to complying with all applicable laws providing equal employment opportunities.

Any violation of this policy will not be tolerated and will result in appropriate disciplinary action, up to and including termination. If you believe you have been subjected to any form of discrimination in violation of this policy, or you become aware of discrimination towards others, you should immediately report it to a manager or the Department of Human Resources. Your complaint should be specific and should include the names of individuals involved and the names of any witnesses. The Company will promptly investigate the facts and circumstances of any claim this policy has been violated and take appropriate corrective measures.

No team member will be subject to, and the Company prohibits, any form of discipline or retaliation for reporting perceived violations of this policy, pursuing any such claim, or cooperating in any way in the investigation of such claims.