

## **2021 EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

The following policy reaffirms and restates Florida Health Care Plan's continuing commitment to the principles of equal employment opportunity and sets forth procedures to ensure adherence to our Affirmative Action Plan.

It is the policy of Florida Health Care Plan, Inc. that applicants for employment are recruited, selected, and hired on the basis of individual merit and ability with respect to positions being filled and potential for promotions or transfers which may be expected to develop. Our continued success depends upon the full and effective utilization of qualified persons regardless of race, color, religion, national origin, disability, sex, age, gender identity or expression, sexual orientation, marital status or veteran status (all covered veterans). We further commit ourselves, through our Affirmative Action Plan, to employ, advance in employment, and otherwise treat qualified individuals according to their ability and without discrimination. We have a continuing obligation to hire and develop the best people we can find - basing our assessment upon their job-related qualifications - because it is morally right, legally required and makes good business sense.

Furthermore, all employment decisions and practices, including those with regard to recruitment, hiring, training and development, compensation, benefits, assignments, promotions, transfers, discipline, corporate-sponsored educational, social and recreational programs, and terminations, are to be administered with due regard to job performance, experience, and qualifications. The company will not tolerate any employment-related discriminatory practices.

Our Human Resources Division will have overall responsibility for the implementation of our Affirmative Action Plan. Employees and applicants may review our Affirmative Action Plan in the Human Resources Division Monday - Friday between the hours of 8:30 a.m. and 4:30 p.m. With the cooperation and assistance of appropriate staff and operating personnel, the division will periodically monitor results, to determine whether the program is achieving its objectives. Moreover, we individually and collectively share the responsibility for ensuring that Equal Employment Opportunity continues to be a reality within the organization.

Employees and applicants shall not be subject to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended (Section 503), the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, or any other Federal, State or Local law requiring equal opportunity for disabled persons, special disabled veterans, veterans of the Vietnam era, and all covered veterans; (3) opposing any act or practice made unlawful by Section 503, VEVRAA, regulations implementing Section 503 or VEVRAA, or any other Federal, State or Local law requiring equal opportunity for disabled persons, special disabled veterans, veterans of the Vietnam era, and all covered veterans as defined under the Veterans Employment Opportunity Act of 1998; (4) exercising any other right protected by Section 503, VEVRAA, or regulations implementing Section 503 or VEVRAA. Additionally, the company will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant.



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David C. Schandel  
President and Chief Executive Officer