

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY
[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 committed to the goal of equal employment opportunity and a workplace free of discrimination and harassment. As such, the Firm adheres to an equal employment opportunity policy that prohibits discriminatory practices or harassment against applicants or employees based on any legally impermissible factor including, but not necessarily 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 (where the applicant or employee is qualified to perform the essential functions of the job with or without reasonable accommodation), 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 these principles, and 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 affirmative action 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 expects all employment decisions to advance the principles of equal employment opportunity and affirmative action. To carry out Skadden's commitment to these principles,

David E. Schwartz has been designated as the Firm's Equal Employment Opportunity/Affirmative Action Program (EEO/AAP) Partner. Further, the Firm has adopted Affirmative Action Programs ("AAPs") that assist in evaluating its employment procedures and the effectiveness of its efforts, which include an audit and reporting system. Applicants and employees may assist the Firm with its efforts by responding to self-identification questionnaires. In addition, employees wishing to self-identify their demographic information, including as a protected veteran or individual with disability, may do so through the Firm's Employee Self Service program. Employees may update or change this demographic information through Employee Self Service at any time. Any applicant or employee who wishes to review the non-data metrics portions of the Firm's AAPs for individuals with disabilities and protected veterans, or who has any questions, suggestions or concerns about this policy or its implementation, may contact Human Resources 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.

Equal employment opportunity is a core value of Skadden, and Eric J. Friedman, Skadden's Executive Partner, fully supports the Firm's efforts to continue to foster an inclusive work environment, including its AAPs.