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## **EQUAL OPPORTUNITY**

At Alliance, we provide equal employment opportunities by giving all qualified applicants and Associates an equal chance to compete for employment and advancement within the Company. Alliance makes all employment decisions without regard to race, age, sex (including gender, pregnancy, childbirth, and related medical conditions), color, creed, medical condition, genetic information, marital status, national origin, alienage, citizenship status, religion, sexual orientation, military or veteran status, handicap, mental and physical disability, and family care or leave status, as well as all other characteristics protected by state or federal law or local law. This means that Alliance will not tolerate discrimination with respect to any employment related decision or practice, including, but not limited to, advertising, benefits, compensation, hiring, promotion, demotion, transfer, discipline, availability of Company facilities, performance evaluations, recruiting, social/recreational programs and training.

If you ever believe that you are the subject of any kind of discrimination, harassment or retaliation, you must immediately report such conduct to your Supervisor, Manager, any other member of management or Human Resources. You may also report any violations of this policy to Alliance's SpeakUp service. Violation of this equal opportunity policy will lead to disciplinary action, up to and including, termination. All Associates are responsible for ensuring compliance with this policy.