



A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

Samuel Weinstein, M.D., Chief Executive Officer

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

SpecialtyCare has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

- a. Persons are recruited, hired, assigned and promoted without regard to race, religion, color, national origin, citizenship, sex, sexual orientation, gender identity, genetic information, veteran's status, age or disability.
- b. All other personnel actions, such as compensation, benefits, transfers, and access to training, are administered without regard to race, religion, color, veteran's status, national origin, citizenship, sex, sexual orientation, gender identity, genetic information, age or disability.
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

Shannon Stevens has been assigned the responsibilities of EEO Coordinator. As EEO Coordinator, Shannon is responsible for the day to day implementation and monitoring of this Affirmative Action Plan. As part of that responsibility, Shannon will periodically analyze the Company's personnel actions and their effects to ensure compliance with our equal employment policy.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to review our current Section 503 or VEVRAA affirmative action plan, please contact Shannon during regular business hours at (615) 345-5583 or Shannon.Stevens@specialtycare.net. This is also a reminder that employees may update their disability status at any time by contacting Shannon.

SpecialtyCare 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. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program.