



## Non-Discrimination Policy

AbsoluteCARE maintains a policy of non-discrimination in employment and complies with and supports all Federal, state, and local laws regarding discrimination in employment. Specifically, AbsoluteCARE does not discriminate in employment opportunities or practices on the basis of race, color, creed, gender, gender identity, gender expression, sexual orientation, religion, national origin, age, citizenship status, pregnancy, mental or physical disability, marital status, domestic relationship status, parental status, familial status, veteran status, status as an active military service member, genetic information, or any other characteristic to the extent prohibited by Federal, state or local law.

The Company's employees are expected to interact with individuals outside of AbsoluteCARE on a non-discriminatory basis.

AbsoluteCARE seeks to recruit and retain a talented and diverse group of employees. To this end, the Company believes that diversity is important its success. Decisions regarding recruiting, hiring and promotions are made on the basis of individual qualifications related to the requirements of the position. Likewise, the administration of other human resources matters such as compensation, benefits, transfers, reductions-in-force, recall, training, education and social/recreational programs are free from any discriminatory practices.

All employees of AbsoluteCARE are responsible for conducting themselves in a manner consistent with the non-discrimination policy stated above. To uphold and promote the spirit of this policy, employees are expected to reflect its spirit in everyday relationships with other employees, vendors, customers, patients, members and visitors to AbsoluteCARE.

Employees with questions or concerns about any type of discrimination in the workplace or employees who believe they have been unlawfully discriminated against should bring these issues to the attention of their immediate Manager, Practice Administrator, or Human Resources. Employees can raise concerns and make reports without fear of retaliation. AbsoluteCARE will not tolerate retaliation or reprisals against employees who, in good faith, raise concerns, make reports or participate in investigations of discrimination. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including separation of employment.