



2023 EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

WebTPA is a proud equal opportunity and affirmative action employer. We have an ongoing commitment to the principles of equal employment opportunity and set forth procedures to ensure adherence to our Affirmative Action Plan.

We believe diversity, equity and inclusion make us smarter and stronger and is key to our success. It is our policy to recruit, select and hire on the basis of individual merit and ability for open positions and for promotion and transfer opportunities. 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 are deeply committed through our Affirmative Action Plan to employ, advance in employment and otherwise treat qualified individuals according to their ability and without discrimination. Our continuing obligation to hire and develop the best people is based upon an objective assessment of their job-related qualifications. Beyond the legal requirement, we do this because it is the right thing to do, is imperative to our mission and gives us a competitive advantage. It is important that our workforce reflects the diversity of the communities we serve.

Furthermore, we base all employment decisions and practices on job performance, experience and qualifications. This includes decisions and practices related to recruitment, hiring, training and development, compensation, benefits, assignments, promotions, transfers, discipline, corporate-sponsored educational, social and recreational programs, and terminations. WebTPA does not tolerate any employment-related discriminatory practices.

Carol Barbero, Sr. Director, Human Resources, has the specific responsibility for administering the Company's Equal Employment Opportunity Policy and Affirmative Action Plan. Our Human Resources Division has overall responsibility for implementing our Affirmative Action Plan. 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 at WebTPA.

It is our policy that applicants or our employees shall not be subjected 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.

Michael McCabe
Chief Executive Officer

Carol Barbero
Sr. Director, Human Resources