



Armstrong Hall

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Field Employee Handbook



From the President & CEO

We are thrilled to have you join our team and look forward to supporting your success as part of our organization. By choosing Armstrong Hall, you're joining an industry-leading Company that leverages innovative technology to streamline complex scheduling and crew logistics. Our employees' creativity and expertise play a pivotal role in delivering specialized union crewing solutions that meet evolving demands. We are confident you'll take pride in contributing to Armstrong Hall's continued success.

This Field Employee Handbook ("Handbook") is designed to familiarize employees with the policies, practices, and benefits of Armstrong Hall, LLC and its affiliates, successors and parent companies (collectively known as the "Company" or individually as "Armstrong Hall"). We encourage you to review its contents carefully to familiarize yourself with the principles that shape our workplace and operations.

While this Handbook cannot address every possible situation, it provides answers to many common questions about Armstrong Hall's policies and practices. It applies to all field employees of Armstrong Hall, and we require you to read it thoroughly. If you have any questions about the Handbook or encounter situations not covered within it, please don't hesitate to reach out to your manager for clarification or guidance. Employees are expected to read these policies and to follow them throughout their employment, as well as refer to state, local and federal posters within the offices and on the website (ArmstrongHall.com). However, the policies in this Handbook are not all inclusive. Questions or additional information about Company policies or this Handbook should be directed to the employee's supervisor or the Human Resources Department.

No document, including this Handbook, confers any contractual right, either express or implied, to remain employed by Armstrong Hall, or guarantees any fixed terms and conditions of employment. Your employment is not for any specific duration, as a result either the employee or Armstrong Hall may terminate employment at any time, with or without cause, reason or notice. Circumstances will undoubtedly require the policies, practices and benefits described in this Handbook to change from time to time. Accordingly, except for the at-will employment policy, the Company reserves the right to alter any provision within this Handbook from time to time in its sole and absolute discretion.

At Armstrong Hall, we recognize and value the unique contributions of every employee. Your role is essential to our growth and success, and we hope your time with us is both challenging and rewarding. Thank you for being part of our team—we are excited to see all that we can accomplish together!

Scott West
President & CEO
Armstrong Hall, LLC.

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1. Introduction

1.1 Company Overview

Armstrong Hall, a full-service provider of skilled professional union labor and payroll solutions, is an industry-leading organization with innovative technology to increase efficiency in managing complex schedules and crew logistics, while also providing accessible centralized data, real time communication, and safety.

1.2 Definitions

In order to be consistent in how we use specific terms in this Handbook and in the field, and to avoid any confusion, the following will be defined as follows:

Armstrong Hall Management: The Armstrong Hall Management team consists of Armstrong Hall officers and others who generally work out of Armstrong Hall's corporate or regional locations. Armstrong Hall Managers are generally involved in decisions which go beyond a specific event, and may involve corporate policies, procedures, and the like.

Client: The person or entity that has requested production services from Armstrong Hall.

Manager: The Manager is an Armstrong Hall supervisory employee and is your primary contact. The Manager may work from a local office or at Armstrong Hall headquarters in Illinois. Your Manager has primary responsibility for your geographic area and such matters as scheduling, assignments, initial notifications, crew changes, and general Armstrong Hall policies and procedures.

Supervisor: The Supervisor is a member of the crew who handles certain recording and administrative tasks for Armstrong Hall and reports back to the Manager. The Supervisor is responsible for the supervision of field crews, overseeing all employees on their shifts ensuring that Company policies are followed, safety guidelines are established and met, and tasks are completed up to client standards to accomplish a successful event. A Supervisor may be assigned to some but not all work assignments.

Tour Lead: The lead client representative at the jobsite who is designated to give technical directions to the Supervisor and field employees during the event. Such person may have various titles, depending on the event and may or may not be an employee of Armstrong Hall.

1.3 Purpose of the Field Employee Handbook

This Field Employee Handbook ("Handbook") is designed to acquaint you with Armstrong Hall and to provide you with basic information about our policies and procedures. It is not all-inclusive but is intended to provide you with a summary of our employee policies. It is a guide only and does not, and is not intended to, form an employment contract.

Since no handbook can anticipate every circumstance or question, if you have any questions after reading this Handbook and/or a question arises during a job, you are encouraged to contact your manager or supervisor.

This edition replaces all previously issued handbooks, policies, procedures, and amendments which may have been issued. The provisions contained in this Handbook may be modified or discontinued by Armstrong Hall at its discretion and at any time without prior notice. This Handbook and any amendments to this Handbook will be on our website. **ALL EMPLOYEES ARE RESPONSIBLE FOR REVIEWING THE CONTENTS OF THIS HANDBOOK AND ANY AMENDMENTS THAT ARE POSTED TO THE WEBSITE.**

Your confirmation of acceptance of a work assignment from Armstrong Hall is an acknowledgment that you have reviewed and are familiar with the most current version of this Handbook and that you agree to fully comply with its terms. The current version of the Handbook is always available to you on the website at <https://armstronghall.com/> or on the homepage of your Paylocity account.

Armstrong Hall strives to fully comply with all applicable federal, state and local laws. If any portion of this Handbook is found to be in conflict with an applicable law, the applicable law will prevail. Because our employees are located in various regions, each employee is responsible for checking the applicable notices for their jurisdictions for such things as sick time documentation, family leave, etc. which are on the Armstrong Hall website. In the event you do not see your regions specific policy within this Handbook or on the website, rest assured that we adhere to all laws and are happy to address your questions.

IN ADDITION, ARMSTRONG HALL HAS COLLECTIVE BARGAINING AGREEMENTS WITH A NUMBER OF UNIONS AND IT IS ARMSTRONG HALL'S INTENT IS TO BE IN FULL COMPLIANCE WITH THOSE AGREEMENTS. IF ANY PART OF THIS HANDBOOK CONFLICTS WITH AN APPLICABLE UNION AGREEMENT, THE HANDBOOK'S PROVISION(S) WILL BE MODIFIED AND APPLIED ONLY TO THE EXTENT IT IS NOT IN CONFLICT WITH THAT UNION AGREEMENT. ARMSTRONG HALL ENCOURAGES ALL UNION EMPLOYEES TO FAMILIARIZE THEMSELVES WITH THE UNION AGREEMENT THAT GOVERNS THEIR WORK FOR ARMSTRONG HALL.

Finally, if any employee does not understand the policies and procedures contained in this Handbook, or has a question or concern that has not been satisfactorily addressed by their manager, or supervisor, the employee is expected to take his or her question or concern to the next level, including Armstrong Hall Management.

1.4 Employment

As an employee, you have the right to choose where you work and to end your employment with your employer for any reason, with or without notice. Your employer also has the same right.

SUBJECT TO THE TERMS OF ANY APPLICABLE UNION AGREEMENT, AS A RESULT, EITHER THE EMPLOYEE OR THE COMPANY MAY TERMINATE EMPLOYMENT AT ANY TIME, WITH OR WITHOUT CAUSE, REASON OR NOTICE. NEITHER THIS HANDBOOK NOR ANY OTHER DOCUMENTS CIRCULATED TO EMPLOYEES BY ARMSTRONG HALL, INCLUDING ANY AMENDMENTS TO THIS HANDBOOK, NOR ANY VERBAL OR WRITTEN STATEMENTS MADE BY ANY SUPERVISORS OR MANAGEMENT, ARE INTENDED TO CREATE OR TO CONSTITUTE A CONTRACT OF EMPLOYMENT, EITHER EXPRESS OR IMPLIED.

ARMSTRONG HALL FULLY RESPECTS THE LEGAL RIGHTS OF ITS EMPLOYEES, INCLUDING THEIR RIGHTS UNDER THE NATIONAL LABOR RELATIONS ACT, TO ENGAGE IN PROTECTED, CONCERTED LABOR ORGANIZATION ACTIVITIES. NOTHING IN THIS HANDBOOK IS INTENDED OR SHOULD BE INTERPRETED TO PROHIBIT OR LIMIT ITS EMPLOYEES' LEGAL RIGHTS TO PARTICIPATE IN THESE PROTECTED ACTIVITIES, NOR SHALL ANY EMPLOYEE BE DISCIPLINED OR ADVERSELY IMPACTED FOR SUCH PARTICIPATION.

As with any employer, Armstrong Hall has the right to manage its employees to maintain and improve the efficiency and quality of the work. Armstrong Hall's managerial rights include, without limitation, the right to determine the size and composition of the workforce, the hours to be worked, and the manner in which the work will be done. Your hours will vary according to the needs of Armstrong Hall and the demands of the Client. There is no guarantee of assignments or minimum hours per pay period. In addition, Armstrong Hall has various insurance policies that may apply to its employees. As such, if Armstrong Hall obtains any information about a technician that has a negative effect on Armstrong Hall's

insurance coverage or cost of premiums, Armstrong Hall will verify and confirm the information obtained; Armstrong Hall reserves the right to take appropriate action based on that information. This section does not apply to Company sponsored health insurance plans or your rights under the Americans with Disability Act, Pregnant Workers Fairness Act, or similar.

2. Company Procedures and Expectations

2.1 Eligibility to Work

All employees must be at least 18 years of age. For work performed within the United States, Armstrong Hall employs only United States citizens and non-citizens authorized to work in the United States in compliance with the Immigration Reform and Control Act of 1986, as amended. Each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing the employee's identity and employment eligibility.

We participate in E-Verify. E-Verify is not used as a tool to pre-screen candidates. For up-to-date information on E-Verify, go to www.uscis.gov and click on the 'E-Verify' logo.

2.2 Company Sponsored Health Insurance

The Company provides a health (medical, dental, vision) plan to eligible employees, which allows the employee the option to include spouse/registered domestic partner and other dependents. Dependent coverage is available but the employee is responsible for the expense. Eligibility is determined by a 12-month measurement period during which employee work hours that are not otherwise attributed to work under a Taft-Hartley Plan (typically through a collective bargaining agreement) are calculated. Variable-hour employees who meet the eligibility requirements (30 hours per week, 1,560 hours annually) are eligible to participate in the plan on the first day of the month following the 12-month measurement period and a 30-day administrative period. Employees are provided with a copy of a summary plan description for the employee health benefit plans by the Human Resources Department.

Employees and their current legal dependents (at the choice of the employee) must enroll within 30 days of becoming eligible for benefits and any new dependents (including newborns) must be enrolled within 30 days of becoming the employee's legal dependent. Thereafter, proof of insurability of the added dependent(s) may apply as governed by the specific insurance policy.

Changes to an employee's health insurance election may only be made once a year during "open enrollment", unless there is a qualifying event. The plan year is October 1 – September 30. Open enrollment is every September.

For further details, please see the Notice of Exchange which can be accessed here: <https://www.dol.gov/sites/dolgov/files/EBSA/laws-and-regulations/laws/affordable-care-act/for-employers-and-advisers/health-insurance-marketplace-coverage-options-complete.pdf>

Termination of employment or a change in employment classification that would result in loss of eligibility to participate in the health insurance plan may qualify an employee for the continuation of benefits under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).

2.3 Workers Compensation

The workers compensation and occupational disease laws of each state or territory cover injury or illness sustained by employees in the course of their employment with Armstrong Hall. Armstrong Hall provides workers' compensation at no cost to employees.

This coverage does not provide nonoccupational disability benefits. In addition, neither Armstrong Hall nor the insurance carrier is liable for the payment of worker's compensation benefits for injuries that arise from voluntary participation in any off-duty recreational, social, or athletic activity.

Armstrong Hall supports the practice of bringing injured employees back to work, as soon as they are medically able, to a position compatible with any physical restrictions they may have. If you believe you are ready to return to work, you should notify your Manager.

Finally, worker's compensation fraud is a punishable crime. Armstrong Hall and its insurer have a "zero tolerance" for fraud. If you think you see fraud happening, report it immediately to Armstrong Hall.

2.4 Retirement Plan

The Company is pleased to provide a 401(k)-retirement plan for eligible employees with the convenience of payroll deduction. To be eligible, employees must be at least 21 years of age, have completed one year of employment with the Company and have worked 750 hours during the 12-month measurement period. Work hours that are attributed to work under a Taft-Hartley Plan (typically through a collective bargaining agreement) may not be included in eligibility calculations, or eligible for deferrals. Plan entry occurs only in January and July. Employees who have any questions or need additional information should refer to the plan documents or contact the Human Resources Department.

2.5 Expectation of Professional Conduct at Work

Armstrong Hall expects that all employees will devote their full time, energy and attention at work to their job responsibilities and duties. Armstrong Hall also expects that its employees will conduct themselves with the highest degree of integrity and professionalism in everything they do for Armstrong Hall and our Clients, and to treat every person they encounter in the work environment, whether before, during or after their scheduled shift, with the highest level of honesty, courtesy, respect and consideration. This includes not only Clients and fellow employees, but also the participants and spectators at the events we are privileged to cover.

All productions - recorded or live - must be professional and related to the event. Employees are prohibited from producing anything that may be considered degrading or inappropriate. Employees must also use discretion when participating in or overhearing conversations in the workplace via microphones, cameras, tape machines or monitors. Employees shall treat all such information as confidential to be shared only with co-workers on a need-to-know basis.

Employees will take instruction from their Supervisor, Manager, or other individual as designated for the event. Failure to comply with instructions, or unreasonably delaying compliance, may be considered insubordination and subject the employee to disciplinary action. If the employee disagrees with the instructions, or if there is a conflict between the instructions given by the Supervisor or Manager and the Client or Tour Leads (or individual designated by the Client), the employee is expected to first attempt to resolve the disagreement or conflict directly with the people involved. If no resolution is reached immediately, the employee must report the disagreement to Armstrong Hall Management by phone so that the event is not affected.

In addition, employees are expected to be aware of, and abide by, any specific Client and/or venue policies, rules or regulations, including those that may supersede those of Armstrong Hall. If any conflicts arise that cannot be resolved immediately and professionally by the employee, the employee must bring the issue to the attention of his or her Supervisor or Manager. The Manager will then bring personnel issues to the attention of Armstrong Hall Management.

Finally, employees are not permitted to remove from the worksite any Armstrong Hall, Client, venue or third-party property, equipment, devices or other assets of any kind without prior permission from the employee's Supervisor or Manager. Any instances of such removal, including but not limited to, theft, vandalism or intentional destruction of any such property will be grounds for disciplinary action, up to and including termination.

2.6 Employee Integrity

While employees have the benefit of determining their own work schedules and also enjoy a great deal of independence while they are on the job, with this independence comes the responsibility of using good judgment in all situations and to treat co-workers, Clients, Armstrong Hall Management and all those associated with an event with the highest level of respect and integrity. Armstrong Hall has the right to expect that its employees will be truthful, accurate and forthcoming in all forms of communication, including billing, signing in and out on timesheets, documenting such things as missed meals and mileage, submitting expense reports, preparing incident reports, giving reasons for absences or tardiness, and anything else related to the job. Any intentional falsifications, misleading statements or misrepresentations of any type (including omitting information that should be communicated), whether written or verbal, and/or failure to disclose relevant information will not be tolerated and will result in disciplinary action.

2.7 Client and Public Relations

As an employee of Armstrong Hall, you are required to treat as private all information concerning Armstrong Hall and its Client. Employees are prohibited from using or taking advantage of, for your own or another's personal gain, enjoyment, or amusement, any information learned by you during the course of a professional engagement. Employees must not discuss a Client's business with anyone outside of Armstrong Hall and may only discuss such business with Armstrong Hall employees who are directly involved with that Client's affairs or the specific professional engagement.

Other than as specifically permitted under law, employees are to decline to be interviewed by the media, the press, or any third party about any matter relating to the professional engagement or our Clients; should make no statements on any matter relating to Armstrong Hall or our Clients; and should not, in any way, claim to represent Armstrong Hall's or our Clients' opinion or position. All requests for interviews or comments are to be referred to Armstrong Hall's President.

Armstrong Hall's business model and value to its Clients is based, in part, on Armstrong Hall's sole responsibility for all employment obligations and duties related to Armstrong Hall's freelance employees. Clients retain Armstrong Hall to relieve themselves of the administrative burden of dealing with issues such as scheduling, payment of wages and benefits, and disputes. Direct discussions between Armstrong Hall's employees and Clients on these topics undermine Armstrong Hall's relationship with its Clients and diminishes the value of the services that Armstrong Hall provides. Therefore, direct employment related communications, including but not limited to communications relating to administration, work schedules, pay, future assignments and interpersonal disputes of any kind, between individual Armstrong Hall employees and Armstrong Hall's Clients are prohibited except to the extent such communications occur during an event and are specifically related to the services being performed during that event.

2.8 Credentials

Crew credentials permit access to the production areas only. Crew credentials are not to be used for event seating. Employees are not permitted in the venue or stadiums unless scheduled to be working in those locations at that time.

When asked to work on several shows at the same venue, employees may be granted season credentials. Season credentials are not to be used by employees for any reason other than working the event for which they are scheduled. Of course, they are not transferable to an employee's family or friends. Any violation or misuse of any crew or seasonal credential will result in immediate revocation of the credential, a ban against the employee's further access to the area, and possible termination of employment.

2.9 Dress Code

Employees are expected to dress appropriately, including safe shoes and clothing that are suitable for a live event venue. Generally, plain black clothing, without logos or other adornment, is expected. High heels, sandals, or offensive attire are prohibited. Inappropriate attire as determined by the Client or venue is also prohibited.

Appropriate Attire/Appearance for Field Employees

- Black pants (Must be free of rips, tears, and fraying; may not be excessively tight or revealing)
- Blue jeans are not permitted.
- Black polo collar shirt or t-shirt. (No logos, pictures, decals, profane or derogatory language)
- Steel toe or composite over-the-ankle boots. (Preferably black)
- All long hair tied neatly and tightly back.
- If permitted by management: Black shorts (no more than 3" above the knee, no biker shorts or spandex)
- Corporate Show Calls: May require dress blacks. Generally, nice black dress pants, a black polo, or a white collared button-down shirt are required. Occasionally, a client may require employees to dress in a full suit. Dress shoes instead of work boots may be permitted. Do not assume this is the case for all show calls; check with scheduling to confirm the dress code for each show call.
- Outdoor venues: Light-colored polo collar shirt or t-shirts are required. (No logos, pictures, or decals)

Appropriate attire will vary depending on the type of work being performed. Check with your Manager if you are unsure of your position's dress code expectations. Some requirements may be changed at Armstrong Hall Management's discretion, depending on the weather, client, and type of event. If non-standard dress is permitted, recommended, or required for a particular event, the scheduler will inform you at the time of booking.

Inappropriate Attire/Appearance for Field Employees

- Tank tops, muscle shirts, spaghetti straps, tube tops, crop tops, or halter tops.
- Tops that show any part of your belly, sides, cleavage, or undergarments.
- Casual shorts, leggings, jogging, or sweatsuits/pants.
- Spandex of any kind.
- Dirty, ragged, un-groomed, sagging, torn, holey, profane language, sexually provocative, revealing, and see-through clothing.
- Armstrong Hall reserves the right to require that facial jewelry and distracting visible body jewelry be removed during work hours. Armstrong Hall may also require visible tattoos to be covered up. Excessive or large jewelry (on the body, face, or clothes) is not permitted, as it could become a safety hazard and should be removed.
- Any other attire or appearance that Armstrong Hall deems inappropriate to the type of work being performed.

Employees who are unclear about our dress and appearance guidelines are encouraged to consult with their Manager. If an employee reports to work in questionable attire/appearance, a notification,

discussion, or written warning will occur with the employee to advise and counsel them regarding the dress code policy. Depending upon the circumstance, the employee may also be sent home (without pay, if permitted by applicable law), and directed to return to work in the proper attire. Continued or frequent departures from these guidelines will not be permitted and employees who appear for work inappropriately dressed or groomed may be immediately sent home and disciplined up to and including termination.

Nothing in this policy or any related guideline is intended to discriminate against an employee's religious beliefs, practices, disability, race, or any other basis protected by applicable law. Armstrong Hall values diversity and inclusion and prohibits racial discrimination based on an employee's hair texture or hair style. Employees needing an accommodation based on religious beliefs or practices, disability, race, or any other basis protected by applicable law can contact Human Resources.

2.10 Attendance and Punctuality

Because of the time sensitive nature of live events, employees are expected to be present and ready for work at the time scheduled. In the event of unforeseen circumstances that prevent you from being present at your assigned location at the designated time, you should contact the Supervisor and Manager as soon as possible. Although Armstrong Hall recognizes that there are circumstances that may arise affecting your ability to fulfill your assignment, tardiness and/or cancellations are factors considered by Armstrong Hall in making assignments and may result in disciplinary action.

2.11 Crew Replacement for Personal Reasons (Emergency)

In the event of an extreme personal emergency that prevents you from fulfilling your assigned shift, you must contact your Manager immediately via phone. The employee must give the reason for not being able to complete the assigned shift. Generally, the Manager will find a replacement for you. If you are aware of a suitable replacement, you should advise the Manager of this. However, and to the extent possible, all replacement personnel shall be approved by Armstrong Hall and the Client prior to the start of the event.

2.12 Payroll and Overtime

Armstrong Hall's work week is Monday through Sunday. Any overtime pay is governed by the applicable union agreement and applicable law. If no union agreement is in effect, then applicable state law or industry standards will be used.

Paychecks are currently issued once per week, typically on Friday. Direct Deposit is available for employees during onboarding or at a later date if requested.

Mandatory deductions from paychecks include:

- Federal and state income taxes (based on an individual's W-4 filing status which may be changed at any time by filing a new W-4 form in Paylocity or through Human Resources);
- Social Security taxes; and
- Medicare taxes.

Other Payroll Deductions (such as union dues) may be provided for at the discretion of Armstrong Hall.

Final paychecks will be provided at the earlier of the next regularly scheduled pay day or on the date required by state statute. Pay Advances are not provided by Armstrong Hall.

2.13 Cancellations by Armstrong Hall

If Armstrong Hall cancels an employee's assignment for any reason, the compensation due to that employee will be in accord with the applicable union agreement, or as governed by industry standards in the market area.

Force Majeure Event - In the event that operations are temporarily curtailed in whole or in part as a result of a Force Majeure, neither the Company nor the Client shall be liable in damages for any delay or default in performing hereunder if such delay or default is caused by conditions beyond its control including, but not limited to Acts of God, strikes, wars, riots, or events which frustrate the purpose of the client contract or make it impractical to continue operations. A Force Majeure Event means an event that is beyond the Company's and/or Client's reasonable control and that by the exercise of reasonable diligence is unable to prevent or overcome, including, without limitation: (i) acts of God; (ii) natural disasters, including but not limited to fires, floods, lightning, earthquakes, hurricanes, tornadoes, blizzards, windstorms, and other severe or extreme weather events, and warnings of any of the foregoing that may necessitate evacuation or other safety measures that significantly impact normal business operations; (iii) epidemics, pandemics, quarantines, widespread contagion, illness, or disease, including but not limited to COVID-19; (iv) government orders, actions, or restrictions; (v) national or regional emergencies; (vi) war, whether actual or threatened and whether conventional or otherwise; (vii) invasion or hostilities, whether or not war is declared; (viii) terrorism, sabotage, and threats of terrorism or sabotage; (ix) insurrections, riots, threats of violence or harm, or other civil disturbance or unrest; (x) military action; (xi) explosions or accidents; (xii) telecommunication breakdowns; (xiii) power outages or shortages and other public utility failures; (xiv) malware, phishing, ransomware, denial-of-service attacks, or other cybersecurity attacks; (xv) strikes, labor stoppages or slowdowns, lockouts, or any other labor or industrial disturbance; (xvi) the inability to obtain or a delay in obtaining necessary supplies of adequate or suitable materials; and xvii any other event or circumstance beyond the reasonable control of the Company and/or the Client whether similar or not to the foregoing events.

2.14 Holidays

Holiday rules vary by the market and applicable union agreement.

2.15 Breaks and Meals

A one-hour meal break may be provided for crew scheduled for a full day who work the scheduled minimum number of hours. However, the issues related to meals and breaks, payment for missed meals, and when the meals and breaks are due, are controlled by the applicable union agreement, including when payments are due and the requirements for approval of missed meals. In non-union markets, industry standards for meal breaks will be applied.

2.16 Short Turn-Around

The turn-around times, including what constitutes sufficient turn-around time, varies by market and the applicable union agreement.

2.17 Sick Time Absences

Armstrong Hall recognizes that our employees may need days off from work to address medical issues affecting themselves or their family. This policy describes the procedure all employees should follow if they anticipate an absence in the future, become sick while on the job, or have already had to be absent from their assigned shift. This policy applies to all Armstrong Hall employees and is limited only by the legal guidelines that apply to sick time usage and pay, such as a local Jurisdiction paid sick leave law or FMLA. Absences from work may be addressed in the employee's applicable collective bargaining

agreement. In addition, under certain circumstances, depending on the particular state or city in which an employee is based, an employee may have paid sick time available. Because each state's and/or city's ("Jurisdiction") laws vary, you must review the statutes and/or ordinance of the Jurisdiction that pertains to you. This information is available through Armstrong Hall's website at <https://armstronghall.com/>. The specific law will describe the rights and obligations that pertain to both you and Armstrong Hall. All provisions below are intended to be compliant with a Jurisdiction's paid sick leave law and where there is a conflict, the Jurisdiction's law will be followed.

Accrual of Sick Time: In those Jurisdictions with applicable paid sick leave laws, sick time will be accrued and carried over from year to year pursuant to those laws.

Usage: Except as limited by a Jurisdiction's laws, if an employee is unable to work because of his/her own or a family member's medical issue, the employee is expected to abide by the procedure described here.

Procedure: When employees are going to be absent from their shift because they are sick, they should notify their Manager or Supervisor as soon as possible in advance, either through email, text or by telephone. Employees are required to use their best judgment on the person to be contacted and the form of notification if the absence will occur within twenty-four (24) hours of an assignment. Wherever possible, employees are expected to schedule routine appointments, such as those with doctors, dentists, counselors, and the like, so as not to disrupt assignments already made.

Under certain circumstances, employees may be requested to submit a physician's note or other medical certification, such as, among other reasons, an absence of more than three (3) consecutive scheduled shifts or when, in Armstrong Hall's reasonable discretion, a pattern emerges concerning when sick time is requested or taken. Details of the medical reason for the absence(s) will not be requested from either the employee or the employee's health care provider. In addition, all sick time notices will be treated with discretion and in compliance with applicable privacy laws.

Violation of this policy and/or abuse of a jurisdiction's sick leave laws, may result in disciplinary action up to and including termination.

2.18 The ProCrewz® App

With constantly improved technologies, feedback from technicians, and Client demands for more streamlined, cost-effective workflow processes, Armstrong Hall utilizes an automated phone application that will be used by employees which will greatly improve the efficiencies for Armstrong Hall jobs, such as communications and future scheduling. This application, the "ProCrewz App" will provide a number of benefits to our employees and at the same time, allow Armstrong Hall to be competitive in the broadcasting industry, thus making more work available for our employees.

The ProCrewz App will be the preferred method for Armstrong Hall to communicate with its employees to check availability for future work, confirm assignments, receive time and expenses from employees (including receipts), employee documentation of such things as missed meals, and the like. Some of the ProCrewz App features include:

Signing In and Out. A main feature of the ProCrewz App is improved processes when you sign in and out of the jobsite. Instead of having to manually sign in and out, when you arrive at the jobsite, all you have to do is sign into the job through the ProCrewz App. You will then see a pop-up asking you to give permission to ProCrewz to access your device's location. Your location is only determined if you grant permission, but you will need to grant permission in order to sign in or out through this feature. If you cannot sign in, you may need to physically move closer to the jobsite. Note that just as with the hard

copy sign in and sign out sheet, you must still document your time personally; employees are not permitted to allow anyone else to access their device to sign you in or out, enter expenses or extra duties, document missed meals, etc.

The ProCrewz App does NOT determine your location while you are using the other features of the ProCrewz App. Your location is determined only when you are at the jobsite so that you can sign in and out electronically.

The ProCrewz App is not a biometric product, does not capture biometrics and does not make decisions using AI.

Scheduled Jobs. The ProCrewz App displays your current, upcoming and past jobs. We also allow you, as the user, to update some information for each job including the following:

- Submit expenses including expense receipts
- Read and send messages to other employees through the Message Board feature
- Documenting job specific notes, such as missed meals, which will then be communicated to the Manager
- Contact your Manager by phone
- View your individual pay summary details for each job, including pay and contributions made to various health, welfare and pension funds made on your behalf

Note that it is each employee's responsibility to document job specific items, such as missed meals, extra duties, overtime and expenses so that Armstrong Hall can accurately bill its Clients and properly compensate its employees.

Manager. The Manager has access to the following information in order to properly manage the crew:

- Phone number
- Job position
- The time you signed in
- The time you signed out
- The expenses you submit for approval

Camera and Photos. In order to submit expense receipts or upload a new profile picture, the ProCrewz App requests access to your phone's camera and photos. This access allows you, as the user, to upload pictures you have taken with your camera (such as photos of yourself or of receipts) so that whatever you select can be uploaded as an expense receipt or profile picture. The ProCrewz App cannot view, store, or save any of your personal photos except those you specifically choose to upload through the App.

Calendar. The ProCrewz App offers the ability to create, edit, and delete calendar events, including Armstrong Hall jobs. You can also enter events or blocks of time marked as "private" and details of these entries will be visible only to you. This calendar function allows the Manager to be able to quickly identify when you might be available for future jobs. To remove an event that you created on the calendar, all you need to do is tap on the event and then tap "delete."

Notifications. ProCrewz will send push notifications to your phone with announcements and information regarding your current and future jobs. When you log into the App, you will be asked to allow ProCrewz to send you push notifications. You must grant access to the App to register your device to receive these push notifications. Of importance, the Manager will use this feature to notify technicians about potential future jobs and those technicians will be able to respond quickly with their availability. This capability will

reduce the amount of time required to schedule future jobs and thereby provide technicians with more timely confirmation of their upcoming events.

Finally, regardless of the type of system used to record your time (automated or hard copy), we expect that payroll errors or omissions may occur. If you believe that you have not been compensated accurately for the pay period, you should contact your Manager as soon as you discover the discrepancy. Armstrong Hall will investigate the discrepancy and correct any error as soon as possible.

For more information about the ProCrewz App, employees can check the specific link in the employee portal or contact Armstrong Hall at support@armstronghall.com

2.19 Signing In and Out (If not using the ProCrewz® App)

Each employee must personally sign in and out with the exact times he or she actually arrives at the jobsite, regardless of the call time or hours scheduled. The sign out time is the time you actually are done working, not necessarily the time originally scheduled. If an employee is approved to be paid beyond his or her scheduled end time, it must be noted on the Sign In / Sign Out Sheet along with the name of the Client, Supervisor, Tour Lead, or person who authorized the additional time. On the Sign In / Sign Out Sheet, employees are also responsible for noting any missed meals, parking, short turnaround times, as well as any other unusual circumstances affecting the event, such as assignment/rate adjustments and the like, which will then be verified by the Manager with the Supervisor, Client or Tour Lead.

Employees are not permitted to have someone else enter anything on the Sign In / Sign Out Sheet on their behalf. If there is an emergency that prevents the employee from personally entering information on the timesheet (such as the employee having to leave the jobsite early), the employee should give the appropriate information to the Supervisor who will then enter the information for the employee with a notation that the employee was not available because of an emergency.

For a number of reasons, including accurate record keeping and Armstrong Hall insurance, it is important that Armstrong Hall employees correctly report their actual time of arrival and time of departure from an event venue. We recognize that this is usually not the same as the scheduled call time or the scheduled quitting time. So, by way of example, if the employee was originally scheduled to work until 7:00 p.m. but is dismissed at 5:00 p.m., the sign out time the employee should report is 5:00 p.m., not 7:00 p.m. The employee's compensation and all pay calculations, including minimum calls, holiday pay, and the like, will be calculated by Armstrong Hall Management in accord with the applicable CBA or local practice. So, in this example, even though the technician was dismissed at 5:00 p.m., the technician will be compensated through 7:00 p.m if required by the minimum call time.

2.20 Supervisor Procedure

The Supervisor will receive the crew list and contact information from the Manager prior to the event. The Supervisor will make sure all employees are present at the call time listed. If an employee has not arrived by the scheduled call time, the Supervisor will attempt to reach the absent employee by phone. If the absent employee cannot be reached, the Supervisor will call the Manager to obtain a replacement for the absent employee. At the end of the event, the Supervisor is responsible for ensuring that all employee information has been received by Armstrong Hall via the Sign In / Sign Out sheet so that Armstrong Hall can bill its client, and the employees can be accurately compensated. If the Supervisor spots any issues with the information submitted by the Employee, the Supervisor is expected to advise the Manager of those issues. However, the Supervisor is not responsible for filling in missing information or changing incorrect information that has been submitted by the individual technicians. Any deviations related to signing in or out should be discussed with the appropriate Manager.

2.21 Expenses

Armstrong Hall will reimburse employees for pre-approved expenses when the Employee notifies the Manager of the expense amounts via email or text within 24 hours of completion of the event. The receipts for those expense amounts are to be submitted via email within 48 hours of the event. Late reporting or submission of receipts will result in disapproval of the expense and the Employee may not be reimbursed for the expense.

2.22 Changes in Personal Data/Payroll

Each employee has the responsibility to timely inform Armstrong Hall of any changes in his or her personal data, such as telephone number, address, emergency contacts, email address, banking (for direct deposit) and the like.

Employees should use the Paylocity employee portal at www.paylocity.com and follow these steps to update certain information:

- Click "Login" located in the upper right-hand corner of the page.
- For first time users, click "Register User" below the Login box.
- For Company ID, insert 305529.
- You will then be prompted to complete the registration.

Once you are registered with Paylocity, you will be able to easily update your demographic information (such as address, phone, email), sign up for or change direct deposit banking information, view your payroll checks and direct deposits, and view and download W-2 forms. Paylocity also has a mobile app where Employees can review payment information and receive notifications.

If you need to make any changes to your tax elections, you should contact Armstrong Hall directly at payroll@armstronghall.com.

2.23 Wage Garnishment

A wage garnishment gives an employee's creditor the right to collect part of the employee's pay directly from the employer. Although Armstrong Hall does not wish to become involved in an employee's private matters, Armstrong Hall is required by law to comply with any court order concerning garnishments. If a wage garnishment action occurs, the employee should be aware of it before Armstrong Hall is contacted. Armstrong Hall will nonetheless attempt to contact the employee before the garnishment begins.

2.24 Training

Employees may be required to attain or participate in, and satisfactorily complete, various training programs, such as those related to safety as referenced below. Employees will be notified of such requirements.

2.25 Safety

Armstrong Hall employees will fully comply with the requirements and regulations of the Occupational Health and Safety Administration (OSHA), and applicable state or local regulations. Safety manuals, training, and other safety related information are provided to employees regularly. All employees are expected to complete required safety training and requirements set forth by OSHA or other governing entities.

Most importantly, each employee must use common sense and good judgment, and practice safety in the workplace. It is your responsibility to ensure safety and limit risks to yourself, fellow employees and the public. If you believe you are in an unsafe situation, you are required to stop working and immediately report the unsafe situation to your Supervisor and Manager.

2.26 Accident Report

Any employee injured while working must notify their Supervisor or Manager immediately. The Supervisor and/or Manager and employee must complete a "first report of illness/ injury" form, specific to the state in which the accident occurred. The form must be submitted to the Manager within 24 hours of the incident. Contact staff at Armstrong Hall for a copy of the state-specific form. Additionally, a link to the form is posted on the <https://armstronghall.com/> website. As a precaution against further incidents, employees must report all accidents or injuries, even if medical attention is not sought at the time.

2.27 Event Set and Strike

All crew members are required to assist in event set and strike unless specifically exempted by the Supervisor or Manager. Normally, strike responsibilities are established by the onsite Supervisor, or Tour Lead.

2.28 Equipment Safety/Damage

All equipment that requires set up for an event must be double-checked for safety before use. You must also protect, and double check for safety, all equipment before leaving it unattended.

Armstrong Hall is insured and responsible for production equipment that is damaged while in Armstrong Hall's custody and control as a direct result of an act by Armstrong Hall or its employees. Of course, employees have primary responsibility for the equipment that they are using and must ensure that all equipment is checked out, checked in, and inspected for damage. If any equipment is damaged, the employee using, or who discovers the damage, is required to complete an Incident Report using the following procedure below:

Completion of Incident Report: Employees who damage, or discover damage, to equipment while in their use must complete an Equipment Report. The Equipment Report must be completed and signed by the Supervisor who was on-site at the time of the damage or discovery. Photographs depicting the damage must be included with the Incident Report.

If the Incident Report is completed by someone else because the claimed damage occurred or was discovered by someone other than an Armstrong Hall employee, such as the Tour Lead, employees may be asked to review and sign the completed Incident Report; you may make comments on the report if desired. You may also "opt out" of signing the report by checking the box next to "Technician Opt Out".

Preliminary Notification and Submission of Reports: Preliminary notification and a summary of the damaged equipment must be emailed to Armstrong Hall Management at hr@armstronghall.com or by fax to (630) 792-9900 within forty-eight (48) hours of discovery or completion of the event, whichever is sooner. The completed Incident Report, containing all required information, should then be submitted to Armstrong Hall Management, with appropriate backup documentation, within seven (7) days of the damage. Upon receipt, Armstrong Hall will promptly evaluate the claim for consideration of coverage.

The Armstrong Hall employee involved, if known, should be noted on the Incident Report and asked to sign where indicated. If the employee opts out of signing the Incident Report, the employee's name and contact information should still be included.

2.29 Care of Equipment

You are responsible for all equipment entrusted to you. At the start of every shift, you must carefully examine all of the equipment you will be using, regardless of whether it comes out of cases packed by the venue or Client, or has been set up by someone else on a previous show. Any questions or problems you have regarding equipment must be reported to the Supervisor or Manager. All damaged equipment or missing supplies must be brought to the attention of the Supervisor immediately and should also be

reported to the Manager. The Manager will follow up with the appropriate incident report paperwork via email.

You may be precluded or suspended from working for Armstrong Hall on future events if equipment is lost or damaged because of your negligence. This is referred to as an "Equipment Suspension." The duration of the Equipment Suspension will be at Armstrong Hall's sole discretion and will vary according to the circumstances involved, such as the value of the damaged or lost equipment, as well as the cause of the damage or loss of equipment. The employee will not be paid during this Equipment Suspension nor will the normal work cancellation policy apply.

While working, employees may not use any equipment, including but not limited to, telephones, fax machines, laptops/tablets/computers, networks, and/or the internet for any purpose unless pre-approved by Armstrong Hall and/or the Client.

All outside software and data must be pre-approved by the Supervisor or Manager before being installed or operated on Company, Venue, or Client property and/or equipment.

2.30 Personal Communication Devices, Internet Usage and Other Distractions

Most employees possess at least one, and often more, personal electronic devices, many of which our employees carry all the time. Use of these devices while on duty can be disruptive, decrease productivity and sometimes create safety hazards because the users are distracted. Therefore, this policy describes Armstrong Hall's position on the use of any and all personal electronic devices, including but not limited to cell phones, smartphones, Apple watches, iPods, iPads, laptops and desktop computers, whether owned by Armstrong Hall or the individual employee.

Personal electronic devices, such as cell and smart phones, may not be used for personal reasons during working hours. In case of emergencies during a job, personal cell/smart phones may be kept on the "silent" or "vibrate" mode and should be used only in the case of emergencies or when required to send or receive information related to the job. In the case of an emergency, employees must notify the Supervisor or Manager immediately, assure that another employee is available who can "cover" and then take the call outside the work area. Of course, all employees are expected to comply with any and all laws pertaining to use of electronic devices while driving.

Employees are expected to use the internet responsibly and only for business-related purposes. This also applies to the use of Armstrong Hall's email system. Computers and emails are the property of the Client or Armstrong Hall and Armstrong Hall has the right to monitor internet traffic, as well as monitor and access data that is composed or received through Armstrong Hall's online connections.

If any employee is unsure of the type of internet usage and/or use of electronic devices that is acceptable, the employee should seek guidance from their Supervisor or Manager. Failure to comply with this policy may result in disciplinary action, including but not limited to suspension and termination.

Armstrong Hall does not own the content we have been hired to produce for our Clients. Therefore, employees, freelancers, contractors, and anyone else retained by Armstrong Hall are never permitted to use personal devices to photograph, text, blog, email, phone, or otherwise record, publish, or broadcast any content (including scores, updates, news, or similar matters) from events.

Finally, all employees should be sure that their own personal insurance policies cover the loss or theft of any personal property brought to the worksite. Armstrong Hall assumes no risk for any loss or damage to an employee's personal property.

2.31 Phone Access and Company Equipment

All electronic systems and equipment provided by Armstrong Hall, including but not limited to, computers, telephones, cell phones, the internet, networks, data storage and communication systems ("Company Electronics") are for business use only. Company Electronics, including the data contained within the electronics, will at all times remain the property of Armstrong Hall, and Armstrong Hall retains the right to monitor, inspect or replace any Company Electronics at any time. Use of Company Electronics for personal use, including texting, emails, social networking and phone calls, is strictly prohibited unless approved in advance by Armstrong Hall Management.

2.32 Smoking

Smoking, including electronic cigarettes, is permitted only within venue designated smoking areas during breaks and in accordance with state and local laws and venue policies.

2.33 Food and Drink

Because of the potential for damage caused by spilled food and beverages, only bottled water is generally permitted inside venues. Other rules pertaining to food and drink, as established by the venue, also apply.

2.34 Photography & Recording

Due to the nature of live events that are recorded, all employees working at an event consent to have their likeness/image recorded during the event and waive all rights to the use of that image unless used for malicious purposes. Except as directed by work duties, under no circumstances are employees permitted to record telephonic or video conversations without applicable consent from all parties.

3. Company Policies

3.1 Equal Employment Opportunity

We are dedicated to the principles of equal employment and are committed to providing a work environment that is free of discrimination of any kind.

Armstrong Hall provides equal employment opportunities to all employees and applicants for employment and does not discriminate with regard to race, protected hair styles associated with race, color, religion, gender, sexual orientation, gender identity or expression, personal appearance, family responsibilities, political affiliation, matriculation, national origin, age, disability, genetic information, marital status, amnesty or status as a covered veteran, or any other characteristic protected by applicable federal, state, or local laws. Equal employment opportunity applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, and training. Applicants and employees will be considered solely on the basis of merit and their ability to perform.

3.2 Preventing Harassment, Discrimination and Retaliation Policy

Armstrong Hall is committed to providing a professional work environment free from discrimination and harassment, including discrimination and harassment based on a protected category, and an environment free from retaliation for participating in any protected activity covered by this policy. Armstrong Hall is committed to providing equal employment opportunities to all employees and applicants for employment. Accordingly, we have adopted and maintain this anti-discrimination policy designed to encourage professional and respectful behavior and prevent discriminatory and harassing conduct in our workplace. We will implement appropriate corrective action(s), up to and including formal discipline, in response to misconduct--including violations of Armstrong Hall's anti-discrimination policy-

-even if the violation does not rise to the level of unlawful conduct.

It is Armstrong Hall's policy to prohibit intentional and unintentional harassment of or against job applicants, contractors, interns, volunteers, or employees by another employee, supervisor, vendor, customer, or third party based on actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth, and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state, or local laws. Such conduct will not be tolerated by Armstrong Hall.

Furthermore, any retaliation against an individual who has complained about sexual or other harassment or retaliation against individuals for cooperating with an investigation of a harassment complaint is similarly unlawful and will not be tolerated. Armstrong Hall will take all reasonable steps necessary to prevent and eliminate unlawful harassment. All employees are expected to assume responsibility for maintaining a work environment that is free from discrimination, harassment and retaliation. Employees are encouraged to promptly report conduct that they believe violates this policy so that we have an opportunity to address and resolve any concerns. Managers and Supervisors are required to promptly report conduct that they believe violates this policy. We are committed to responding to alleged violations of this policy in a timely and fair manner and to taking appropriate action aimed at ending the prohibited conduct.

Applicant/Employee Rights

- The right to a discrimination, harassment, and retaliation-free work environment.
- The right to file a complaint of discrimination, harassment, or retaliation. Employees are encouraged to report inappropriate conduct immediately and, whenever possible, to put the complaint or concern in writing.
- The right to a full, impartial and prompt investigation by an Armstrong Hall representative or designee into allegations of conduct that would violate this policy.
- The right to be timely informed of appropriate information related to the outcome of an investigation either as a complainant or a respondent in the investigation.
- The right to be represented by a person of the complainant's choosing at each and all steps of the complaint process.
- The right to be free from retaliation or reprisal after filing a complaint or participating in the complaint process.
- The right to file a complaint directly with the federal Equal Employment Opportunity Commission or other appropriate state or federal agencies, or to file a civil action in the appropriate court.

Scope of Protection

This policy applies to Armstrong Hall applicants and employees (co-workers, supervisors and managers). As used in this policy, the term "employee" includes contractors and volunteers in our workplace. In addition, this policy extends to conduct with a connection to an employee's work, even when the conduct takes place away from Armstrong Hall's premises, such as a business trip or business-related social function.

Conduct Prohibited by This Policy / Definitions

Harassment:

As used in this policy, harassment is defined as disrespectful or unprofessional conduct, including disrespectful or unprofessional conduct based on any of the protected categories listed above. Harassment can be verbal (such as slurs, jokes, insults, epithets, gestures, or teasing), visual (such as the posting or distribution of offensive posters, symbols, cartoons, drawings, computer displays, or

emails), or physical conduct (such as physically threatening another person, blocking someone's way, making physical contact in an unwelcome manner, etc.).

Sexual Harassment:

As used in this policy sexual harassment is defined as harassment based on sex or conduct of a sexual nature, and includes harassment based on sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity or gender expression. It may include all of the actions described above as harassment, as well as other unwelcome sex-based conduct, such as unwelcome or unsolicited sexual advances, requests for sexual favors, conversations regarding sexual activities, or other verbal or physical conduct of a sexual nature. Sexually harassing conduct need not be motivated by sexual desire and may include situations that began as reciprocal relationships, but that later cease to be reciprocal.

Sexual harassment is generally categorized into two types:

1. Hostile Work Environment Sexual Harassment - Conduct of a sexual nature or on the basis of sex by any person in the workplace that unreasonably interferes with an employee's work performance and/or creates an intimidating, hostile or otherwise offensive working environment. Examples include:
 - Unwelcome sexual advances, flirtation, teasing, sexually suggestive or obscene letters, invitations, notes, emails, voicemails or gifts.
 - Sex, gender or sexual orientation-related comments, slurs, jokes, remarks or epithets.
 - Leering, obscene or vulgar gestures or making sexual gestures.
 - Displaying or distributing sexually suggestive or derogatory objects, pictures, cartoons, or posters or any such items.
 - Impeding or blocking movement, unwelcome touching or assaulting others.
 - Any sexual advances that are unwelcome as well as reprisals or threats after a negative response to sexual advances.
 - Conduct or comments consistently targeted at one gender, even if the content is not sexual.
2. Quid Pro Quo Sexual Harassment ("this for that")
 - Submission to sexual conduct is made explicitly or implicitly a term or condition of an individual's employment.
 - Submission to or rejection of the conduct by an employee is used as the basis for employment decisions affecting the employee.

Discrimination:

As used in this policy, discrimination is defined as the unequal treatment of an employee or applicant in any aspect of employment, including discrimination based solely or in part on the employee's, or applicant's, protected category. Protected categories include: race, color, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, physical or mental disability, medical condition (including cancer and genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity, gender expression, age (40 years and over), sexual orientation, veteran and/or military status, protected medical leaves (requesting or approved for leave under the Family and Medical Leave Act or applicable state statute, domestic violence victim status, political affiliation, and any other status protected by state or federal law. Discrimination includes unequal treatment based upon the employee or applicant's association with a member of these protected classes.

Discrimination may include, but is not necessarily limited to: hostile or demeaning behavior towards applicants or employees because of their protected category; allowing the applicant's or employee's protected category to be a factor in hiring, promotion, compensation or other employment related

decisions unless otherwise permitted by applicable law, and providing unwarranted assistance or withholding work-related assistance, cooperation, and/or information to applicants or employees because of their protected category.

Retaliation:

As used in this policy retaliation is defined as any adverse employment action taken against an employee because the employee engaged in activity protected under this policy. Protected activities may include, but are not limited to, reporting or assisting in reporting suspected violations of this policy and/or cooperating in investigations or proceedings arising out of a violation of this policy.

Adverse employment action is conduct or an action that materially affects the terms and conditions of the employee's employment status or is reasonably likely to deter the employee from engaging in protected activity. Even actions that do not result in a direct loss of compensation may be regarded as an adverse employment action when considered in the totality of the circumstances.

Examples of retaliation under this policy include but are not limited to: demotion; suspension; reduction in pay; denial of a merit salary increase; failure to hire or consider for hire; refusing to promote or consider for promotion because of reporting a violation of this policy; harassing another employee for filing a complaint; denying employment opportunities because of making a complaint or for cooperating in an investigation; changing someone's work assignments for identifying harassment or other forms of discrimination in the workplace; treating people differently such as denying an accommodation; or not talking to an employee when otherwise required by job duties, or otherwise excluding the employee from job-related activities because of engagement in activities protected under this policy.

Addressing and Reporting Violations

Any employee or applicant who experiences or witnesses behavior that they believe violates this policy is encouraged to immediately tell the offending individual that the behavior is inappropriate and, if they feel comfortable doing so, to tell the offending individual to stop the behavior. The applicant or employee should also immediately report the alleged violation to their Supervisor, Manager or the EEO Officer. There is no chain of command when contacting the EEO Officer; an individual does not need supervisor or manager approval to do this. If the alleged offender is the employee's Supervisor or Manager, the employee should report the conduct to any other supervisor, manager or the EEO Officer. A complaint may be brought forward verbally or in writing. Written complaints can be made using the EEO Complaint Form (attached to this Handbook).

Supervisors or Managers who learn of any potential violation of this policy are required to immediately report the matter to the EEO Officer and must follow that officer's instructions as to how best to proceed.

Armstrong Hall will promptly look into the facts and circumstances of any alleged violation, as appropriate. Even in the absence of a formal complaint, Armstrong Hall may initiate an investigation where it has reason to believe that conduct that violates this policy has occurred. Moreover, even where a complainant conveys a request to withdraw their initial formal complaint, Armstrong Hall may continue the investigation to ensure that the workplace is free from discrimination, harassment and retaliation. Anonymous complaints will also be investigated. The method will depend on the details provided in the anonymous complaint. If the complaint is sufficiently detailed, the investigation may be able to proceed in the same manner as any other complaint. If the information is more general, Armstrong Hall may need to do an environmental assessment or survey to try to determine if misconduct has occurred. All investigations will be fair, impartial, timely, and completed by qualified personnel.

To the extent possible, Armstrong Hall will endeavor to keep the reporting of the applicant or employee's concerns confidential; however, complete confidentiality cannot be guaranteed when it interferes with Armstrong Hall's ability to fulfill its obligations under this policy. All employees are required to cooperate fully with any investigation. This includes, but is not limited to, maintaining an appropriate level of discretion regarding the investigation and disclosing any and all information that may be pertinent to the

investigation. Upon completion of the investigation, if misconduct is substantiated, Armstrong Hall will take appropriate corrective and preventive action calculated to end the conduct up to and including formal discipline where warranted.

Contact information for Armstrong Hall's EEO Officer is:

Kelly Hammonds
Director of People Operations
Armstrong Hall, LLC.
2050 Finley Road – Suite 80
Lombard, IL 60148
(866) 992-1115
hr@armstronghall.com

Corrective Action Guidelines

Armstrong Hall will take appropriate corrective action(s) up to and including formal discipline against any employee(s) when an investigation has found that misconduct occurred. Such corrective action(s) may include, but are not limited to, letters of reprimand, suspension, demotion, or termination. Additionally, depending on the nature of the violation, civil liability could be imposed on the violator as well as Armstrong Hall.

The EEOC, Analogous State and Local Agencies and Law Enforcement

Job applicants and employees who believe they have been unlawfully harassed, discriminated or retaliated against may file a complaint with the EEOC, which enforces Title VII of the 1964 Civil Rights Act and other federal anti-discrimination laws. The EEOC has the authority to endeavor to end unlawful employment practices it determines to have occurred by conference, conciliation, or persuasion, as well as the authority to seek remedies on behalf of employees or job applicants, including back pay and other monetary damages, fines, and orders relating to hiring or reinstatement, promotion, and/or changes to an employer's policies or practices. For more information, please contact the EEOC at www.eeoc.gov.

In many states and cities there are government agencies that are analogous to the EEOC. These agencies are charged with enforcing state and/or local anti-discrimination laws, and usually have authority similar to the EEOC. For more information, please contact the government agency in your city and state, which contact information can be found on the Internet.

In addition to reporting conduct to federal, state, and/or local agencies, aggrieved individuals may also file private lawsuits in state and/or federal courts to enforce the protections afforded to them under the laws that prohibit unlawful harassment, discrimination, and retaliation. Finally, certain conduct that may violate this policy may also violate state or local criminal laws, including conduct that involves unwanted touching (whether of a sexual nature or not), coerced confinement, or coerced sex acts. Under such circumstances, you may also file a complaint with your local police department.

Additional policy provisions and postings are contained in the individual state sections of the Armstrong Hall website. All employees are required to review these documents for their individual state and/or the state in which they are working. The Appendices of this Field Employee Handbook also provide additional state specific information for California, New York and Illinois.

3.3 Americans with Disabilities Act

Armstrong Hall complies with all federal and state laws concerning the employment of people with disabilities and acts in accordance with regulations and guidance issued by the Equal Employment Opportunities Commission. It is our intention not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, termination, compensation, training,

and other conditions and privileges of employment.

Armstrong Hall will reasonably accommodate qualified individuals with disabilities so that they can perform the essential functions of a job unless doing so causes a direct threat to those individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation, and/or if the accommodation creates an undue hardship to Armstrong Hall. It is your responsibility to notify your Manager or Human Resources if you are in need of an accommodation. Upon doing so, Human Resources may ask for further input from you on the type of accommodation you believe may be necessary or the functional limitations caused by your disability. Also, when appropriate, the Company may need additional information from your physician or other medical or rehabilitation professionals.

3.4 Workplace Violence Prevention Policy

Armstrong Hall does not tolerate violent behavior or the threat of violent behavior against anyone in the workplace, whether directed against other employees, Clients, the facility, spectators, or any other third party. Violent behavior includes, but is not limited to, any act or threat of physical, verbal or psychological aggression, and/or the destruction or abuse of property by an individual. Threats may come in many forms; they may be veiled, or conditional threats (e.g., I will harm you if you don't do something), and they may be written or verbal. However, both violence and the threat of violence result in intimidation, harassment, and endangerment of the safety of other people and property and, as such, will not be tolerated.

Employees, who believe they have been subjected to behavior prohibited by this Workplace Violence Policy, or who have observed any such behavior, are to report the incident to their Supervisor or Manager as soon as possible. The report will be investigated and appropriate action taken. Any violation of this policy, including instigation of workplace violence or failure to report, may result in disciplinary action, up to and including termination. In addition, if the Supervisor or Manager has a reasonable belief that an employee may be a danger to himself or herself, or to others, the Supervisor or Manager has the right to immediately remove the employee from the workplace.

Possession of fireworks, a firearm or other weapon of any kind is strictly prohibited anywhere in the workplace, including any adjacent facilities.

3.5 Anti-Bullying Policy

Armstrong Hall will also not tolerate acts of bullying that impact Armstrong Hall's employees, the performance of their job responsibilities, or Armstrong Hall's business interests.

Workplace bullying is defined generally as an intentional abusive act that is threatening and causes physical, psychological, or emotional harm to another and/or causes harm to Armstrong Hall because the bully's personal agenda interferes with Armstrong Hall's legitimate business interest of fostering a positive work environment. The victim may be, but is not always, close to the bully because of the nature of their relationship, such as supervisor to subordinate or co-worker to co-worker.

Workplace bullying can be verbal, nonverbal, or through electronic means such as social media, text or email. Examples of bullying behavior include, but are not limited to the following:

- Words or conduct that are intimidating, abusive or humiliating to another person;
- Words or actions that interfere with Armstrong Hall's legitimate business practices, such as scheduling and assignments, with the intent of manipulating, interfering with, or preventing a victim or other employees from accepting an assignment or properly performing their work;
- Verbal abuse;
- Stalking; or
- Attempts to control or influence the victim's job, career, income, or health through the use of

intimidation, coercion, humiliation, interference, or abuse.

Employees who believe they are the target of bullying or subjected to behavior prohibited by this Anti-Bullying Policy, or who have observed any such behavior, are **required** to report the incident to their Supervisor or Manager as soon as possible. If you feel you cannot go to these individuals, you should report the violation to Armstrong Hall Management. The report will be investigated and appropriate action taken. Any violation of this policy, including engaging in workplace bullying or failure to report bullying, may result in disciplinary action, up to and including termination.

3.6 Motor Vehicle Driving Checks Policy

Purpose: Employees driving their own vehicles to and from a worksite must rely on their own personal automobile insurance to cover any accidents that occur. However, insurance may cover an employee under certain circumstances, such as while driving a Client or rental vehicle, or while using their personal vehicle for business (collectively, "Company Business"). This policy therefore describes the criteria that all employees must meet to assure safety and insurability while driving on Company Business.

Basic Requirements: Employees driving on Company Business MUST:

- Provide with a copy of their current, valid driver's license and proof of personal vehicle insurance, and have these in their possession at all times when operating a vehicle on Company Business;
- Remain insurable by, and not have a negative impact on, liability insurance carrier;
- Remain insured at all times;
- Observe all safety, traffic and criminal laws of the jurisdiction, including refraining from consuming alcohol and illegal drugs, or any substances, whether legal or illegal, which could impair the employee's ability to operate the vehicle safely and properly;
- Strictly adhere to personal device policy, including but not limited to not using cell phones to talk or text while driving;
- Refrain from transporting any non-employee unless advance permission is granted by the Supervisor or Manager;
- Refrain from conducting personal business while driving on Company Business; and
- Refrain from relinquishing control of the vehicle except in an emergency.

Motor Vehicle Records Checks: Armstrong Hall reserves the right to conduct Motor Vehicle Records Checks ("MVR Checks") on employees operating a vehicle on Company Business, whether the vehicle is rented or owned by, the Client, or the employee. This includes but is not limited to, employees asked or anticipated to use their personal vehicle to conduct Company Business.

Random MVR Checks and Proof of Insurance. Additionally, Armstrong Hall reserves the right to conduct random MVR Checks and require proof of vehicle insurance from any Armstrong Hall employee, including an employee who has or is seeking mileage, parking, tolls, or other vehicle related reimbursement or expense.

MVR Checks Criteria: Armstrong Hall may refuse to permit an employee to drive on Company Business, or disallow vehicle related reimbursement or expense, if a review of the employee's driving history reveals information that could have an adverse impact on Armstrong Hall's insurance or premiums, or if a risk of harm to the employee, other persons or property is reasonably foreseeable. Examples include:

- Driving while intoxicated, driving under the influence;
- Driving with suspended license or without proof of insurance;
- Reckless, careless or negligent driving;
- Three (3) or more of the following alone or in combination: moving violations; an at-fault accident; violation of a safety law;

- Any other information that negatively impacts Armstrong Hall's insurance or premiums.

If You are Involved in an Accident: Employees involved in an accident while on Company Business, regardless of fault, time, or place, must report the incident to their Supervisor or Manager immediately, or as soon as possible. If the police are called to the scene, employees should be truthful about what happened but should not admit fault. Copies of any documents related to the accident, including citations and police reports, must be promptly provided to Armstrong Hall. Armstrong Hall will notify its insurance carrier and additional information may be requested.

Findings: Armstrong Hall shall evaluate its employees' compliance with this policy as well as its employees' driving records. If Armstrong Hall requires additional information or an explanation concerning an employee's driving records, Armstrong Hall Management will contact the employee for clarification. If there are no questions, Armstrong Hall Management will advise the employee if the MVR results disclose any potential issues. All MVR results will be maintained by Armstrong Hall Management in a separate and secure file.

Armstrong Hall shall take any and all reasonable actions (such as limiting assignments and/or declining travel reimbursement requests) if an employee fails to cooperate, or otherwise violates with this policy, or if Armstrong Hall identifies issues that could make the employee driving on Company Business a reasonably foreseeable risk of causing harm to him/herself or others, or that could negatively impact Armstrong Hall's insurance coverage or costs.

3.7 Travel Policy

Armstrong Hall will approve and arrange all travel for employees in accordance with Armstrong Hall's travel policy. Travel arrangements made outside of Armstrong Hall's travel office are permitted only in urgent situations and still must comply with Armstrong Hall's travel policies, such as choice of flights, seating arrangements, hotel rooms, and type and model of rental cars. Any changes to a travel itinerary must be pre-approved by Armstrong Hall's Travel Department or Manager.

Employees are responsible for any charges that arise from their own special requests, including changes to travel itineraries and/or any charges incurred outside of Armstrong Hall's travel policy (including but not limited to, additional charges for airline upgrades, flight changes, air-phones, in-room movies, internet usage, rental car upgrades, hotel phone calls, GPS services, and cell phone roaming charges). Armstrong Hall's insurance covers rental cars. Employees will not be reimbursed for additional insurance purchased by the employee from rental car companies.

Approved use of personal vehicles for authorized travel will be reimbursed at the standard rate published by and available from the United States General Services Administration (U.S.G.S.A.) under the Privately-Owned Vehicle Mileage Reimbursement Rates applicable to the market area. This mileage reimbursement covers all automobile costs (e.g., gasoline, repairs, insurance) other than parking and tolls. Eligible mileage reimbursement will be market specific or covered by union contracts where applicable. Employees are required to pay highway tolls in accordance with the law. You will be reimbursed for tolls paid provided you submit a receipt for each toll. Employees will be responsible to pay any unpaid tolls, related tickets, fines or other legal actions.

3.8 Background Check Policy

Purpose: Armstrong Hall is committed to the protection of all persons with whom it associates, including Armstrong Hall's employees, Clients and their staff, venue personnel, event participants and guests. As a result of past incidents, and discussions with Armstrong Hall insurers, Armstrong Hall is instituting this background check policy. Background checks on Armstrong Hall's employees will be conducted in accord with applicable law by one of Armstrong Hall's preferred vendors. All employees will be provided a

consent, disclosure and summary of their rights prior to having their background run.

What Is Included in the Background Check? Background checks will be handled directly by Armstrong Hall's vendor and may include, but are not limited to, felony and misdemeanor convictions as permitted by the laws governing the venue and/or the employee's place of residence.

How will Armstrong Hall Use the Background Check: There are several factors that Armstrong Hall will use in reviewing the results of the background check, including:

- The nature of the conviction;
- The amount of time that has passed since the conviction;
- The number of convictions;
- The correlation between the conviction and the job duties or work environment;
- Whether, in Armstrong Hall's reasonable discretion, the employee poses an unreasonable risk to its business, other employees, Clients, or third parties.

Procedure: Background investigations may be conducted pursuant to Client specific staffing requests, as a result of venue or event requirements, in the event Armstrong Hall receives a complaint of misconduct by an employee, and/or randomly among Armstrong Hall's employees. Employees on whom a background investigation is to be conducted will be contacted directly by Armstrong Hall's vendor requesting authorization for the vendor to perform the background check. When authorization is received, the vendor will complete the background check and provide the results to Armstrong Hall Management. Due to the time and safety-sensitive nature of events and/or Client's needs, there may be times an employee/applicant cannot work an event pending the background results and/or disputes of the background results. But the employee may be considered for other assignments.

A prior criminal conviction will not, in and of itself, disqualify an individual from being hired or being considered for other assignments if not eligible for a certain assignment. Hiring decisions may be influenced when the facts related to the criminal activity reasonably bring into question whether the individual can be relied upon to safely and honestly perform his or her job duties. Likewise, the failure of an individual to be forthcoming about his or her criminal record, or any false statement or misrepresentation, may also influence decisions regarding hiring.

Armstrong Hall Management will contact the employee if there are any findings that require more explanation or if the results of the investigation disclose the need for action by Armstrong Hall. All results will be maintained by Armstrong Hall in a separate and secure file. If an employee fails to cooperate in the background check process, the employee may be deemed unsuitable for future employment by Armstrong Hall.

3.9 Alcohol and Substance Abuse Policy

Armstrong Hall is committed to maintaining a safe, healthy and efficient working environment for its employees, Clients, and the public. Employees impaired by alcohol or other drugs, legal or illegal, during work hours pose safety and health risks, not only to themselves, but also to others. Therefore, as part of Armstrong Hall's commitment to ensure a safe working environment, the use of controlled substances that are illegal under either federal or state law, the use of alcohol, or the use of any drugs that result in physical or mental impairment, is strictly prohibited. Likewise, the illegal possession, manufacture, use, sale, or transfer of a controlled substance by employees during work hours is prohibited. Violations of any aspect of this Substance Abuse Policy will be reviewed by Armstrong Hall Management and could result in discipline, up to and including immediate termination of employment. In addition, if the Supervisor or Manager has a reasonable belief that an employee is in violation of this policy while on a job, the Supervisor or Manager has the right to take immediate action if there is a possible risk to the safety and health of others, including the employee. If an employee is required by a medical provider to

take prescription medications that may affect the employee's mental or physical state, the employee must report his or her condition to Armstrong Hall Human Resources in advance of any job assignment to determine if a reasonable accommodation can be made pursuant to the Americans with Disability Act.

3.10 Alcohol and Drug Testing Policy

If Armstrong Hall believes an employee is impaired, it will immediately initiate an investigation, including an interview of the employee. Armstrong Hall Management may request a drug and/or alcohol test if, in Armstrong Hall Management's reasonable discretion, drugs or alcohol may be affecting an employee's work performance or contributed to an accident at the worksite. Prior to testing, Armstrong Hall requires that the employee sign a consent form.

Qualified facilities and laboratories will administer the drug and alcohol tests and proper chain of custody procedures will be followed to ensure the validity of the test results. In some circumstances, a second confirmation test will be done. All records and information about drug testing and test results will be treated as private and confidential.

Any employee who fails to cooperate in Armstrong Hall's investigation, provides false information or knowingly omits relevant information, refuses to sign the consent form or submit to testing, or whose test results indicate evidence of alcohol or drug use, may be subject to disciplinary action, up to and including termination.

3.11 Family and Medical Leave

Armstrong Hall complies with the Federal Family and Medical Leave Act (FMLA), which requires employers to grant unpaid leaves of absence to qualified workers for certain medical and family-related reasons. The Company also abides by any state and local leave laws. The more generous of the laws will apply to the employee if the employee is eligible under both federal and state laws.

Please note there are many requirements, qualifications, and exceptions under these laws, and each employee's situation is different. Contact Human Resources to discuss options for leave and follow this link for your rights under the FMLA <https://www.dol.gov/agencies/whd/fmla/employee-guide>.

The FMLA requires private employers with 50 or more employees and all public agencies, including state, local, and federal employers, and local education agencies (schools), to provide eligible employees up to 12 weeks of unpaid, job-protected leave in any 12-month period for certain family and medical reasons. The 12-month period is a rolling period measured backward from the date an employee uses any FMLA leave, except for leaves to care for a covered service member with a serious illness or injury. For those leaves, the leave entitlement is 26 weeks in a single 12-month period, measured forward from the date an employee first takes that type of leave.

Protections During FMLA Leave

Use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

Employee Eligibility

The FMLA defines eligible employees as employees who: (1) have worked for the Company for at least 12 months; (2) have worked for the Company for at least 1,250 hours in the previous 12 months; and (3) work at or report to a worksite which has 50 or more employees or is within 75 miles of Company worksites that taken together have a total of 50 or more employees.

Basic Leave Entitlement

The FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons: (1) for incapacity due to pregnancy, prenatal medical care, or child birth; (2) to care for the employee's child after birth or placement for adoption or foster care; (3) to care for the employee's spouse, son or daughter, or parent who has a serious health condition; or (4) for a serious health condition that makes the employee unable to work.

Military Family Leave Entitlements

Eligible employees with a spouse, son, daughter, or parent on active duty or called to active duty status in the National Guard or Reserves in support of a contingency operation may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include addressing issues that arise from (1) short notice of deployment (limited to up to seven days of leave); (2) attending certain military events and related activity; (3) arranging childcare and school activities; (4) addressing certain financial and legal arrangements; (5) attending certain counseling sessions; (6) spending time with covered military family members on short-term temporary rest and recuperation leave (limited to up to five days of leave); (7) attending post-deployment reintegration briefings; (8) arranging care for or providing care to a parent who is incapable of self-care; and (9) any additional activities agreed upon by the employer and employee that arise out of the military member's active duty or call to active duty.

The FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered servicemember during a single 12-month period. A covered servicemember is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties and for which the servicemember is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

Definition of Serious Health Condition

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job or prevents the qualified family member from participating in school, work, or other daily activities.

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than three consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

Employee Responsibilities

Employees must provide 30 days advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days' notice is not possible, the employee must provide notice as soon as practicable and generally must comply with the Company's normal call-in procedures. The Company may delay leave to employees who do not provide proper advance notice of the foreseeable need for leave, absent unusual circumstances preventing the notice.

Employees must provide sufficient information for the Company to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that the employee is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. Employees also must inform the Company if the requested leave is for a reason for which FMLA leave was previously taken or certified. Employees also are required

to provide a certification and periodic recertification supporting the need for leave. The Company also may require a second, and if necessary, a third opinion (at the Company's expense) and, when the leave is a result of the employee's own serious health condition, a fitness for duty report to return to work. The Company also may delay or deny approval of leave for lack of proper medical certification.

Company Responsibilities

The Company will inform employees requesting leave whether they are eligible under the FMLA. If they are, the notice will specify any additional information required as well as the employees' rights and responsibilities. If employees are not eligible, the Company will provide a reason for the ineligibility. The Company will inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's FMLA leave entitlement. If the Company determines that the leave is not FMLA-protected, the Company will notify the employee.

Use of Leave

An employee does not need to use this leave entitlement in one block. Leave can be taken intermittently or on a reduced work schedule when medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer's operations. Leave due to qualifying exigencies also may be taken on an intermittent or reduced work schedule basis.

Substitution of Paid Leave for Unpaid Leave.

Employees may choose or employers may require the use of accrued paid leave while taking FMLA leave. Accordingly, the Company requires employees to use any accrued paid vacation, personal, and sick days during an unpaid FMLA leave taken because of the employee's own serious health condition or the serious health condition of a family member or to care for a seriously ill or injured family member in the military. In addition, the employee must use any accrued paid vacation or personal days (but not sick days) during FMLA leave taken to care for a newborn or newly placed child or for a qualifying exigency arising out of a family member's active duty or call to active duty status in support of a contingency operation. In order to use paid leave for FMLA leave, employees must comply with the Company's normal paid leave procedures found in its Vacation and Sick Leave policies.

Other Provisions

Under an exception to the Fair Labor Standards Act (FLSA) in the FMLA regulations, hourly amounts may be deducted for unpaid leave from the salary of executive, administrative, and professional employees; outside sales representatives; certain highly-skilled computer professionals; and certain highly compensated employees who are exempt from the minimum wage and overtime requirements of the FLSA, without affecting the employee's exempt status. This special exception to the "salary basis" requirements for the FLSA's exemptions extends only to eligible employees' use of FMLA leave.

Employees may not perform work for self-employment or for any other employer during an approved leave of absence, except when the leave is for military or public service or when the Company has approved the employment under its Outside Employment policy and the employee's reason for FMLA leave does not preclude the outside employment.

Unlawful Acts by Employers

The FMLA makes it unlawful for any employer (1) to interfere with, restrain, or deny the exercise of any right provided under the FMLA; or (2) to discharge or discriminate against any person for opposing any practice made unlawful by the FMLA or for involvement in any proceeding under or relating to the FMLA.

Enforcement

An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer. The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement which provides greater family or medical leave rights.

3.12 The Pregnant Workers Fairness Act ("PWFA")

The PWFA requires employers to provide pregnant, postpartum, or lactating employees reasonable accommodations absent undue hardship, including any needs due to pregnancy, childbirth, lactation, and medical conditions associated with each. Employees cannot be required to accept accommodations that are not reasonable, nor can they be required to take leave if they can be accommodated. Employees cannot be denied opportunities that would require accommodation if the denial were based on having to accommodate rather than undue hardship. Please contact Human Resources regarding any concerns.

The Company shall not prohibit an employee from becoming pregnant nor threaten Workers with adverse employment consequences, including dismissal, loss of seniority, reduction or deduction of wages and benefits, in order to discourage them from becoming pregnant.

The Company shall not refuse to hire an applicant for a non-Hazardous position or terminate a worker's employment solely based on the worker's pregnancy or nursing status.

3.13 Pump for Nursing Mothers ("PUMP Act")

The Fair Labor Standards Act (FLSA) requires employers to provide reasonable break time for an employee to express breast milk for their nursing child for one year after the child's birth each time such employee has need to express the milk. Employees are entitled to a place to pump at work, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public.

The PUMP Act amends the Fair Labor Standards Act (FLSA) to require employers to pay employees for these breaks if the employer provides paid breaks to other employees. The PUMP Act notes time spent expressing should be considered hours worked unless the employee is completely relieved of duties during the entire break. If the employee is interrupted during the break, they must be paid for the entire break. Please contact Human Resources regarding any concerns.

2.14 Ownership of Information and Work For Hire

Acknowledgment and Assignment: All writings, drawings, photographs, tapes, recordings, strategies, formulas, operating procedures, patents, product developments, computer programs and other works in any tangible medium of expression, regardless of the form of medium, which have been or are prepared by Employee, or to which Employee contributes, in connection with Employee's employment by the Company, whether patented, copyrighted, trademarked or otherwise (collectively the "Works") and all copyrights, patents, trademarks and other rights in and to the Works, belong solely, irrevocably and exclusively throughout the world to the Company as works made for hire. However, to the extent any court or agency should conclude that the Works (or any of them) do not constitute or qualify as a "work made for hire," Employee hereby assigns, grants and delivers, solely, irrevocably, exclusively and throughout the world to the Company all ownership and other rights to the Works. Employee also agrees to cooperate with the Company and to execute such other further grants and assignments of all rights as the Company from time to time reasonably may request for the purpose of evidencing, enforcing, filing, registering or defending its ownership of the Works and the copyrights in them, and Employee hereby irrevocably constitutes and appoints the Company as Employee's agent and attorney-in-fact, with full

power of substitution, in Employee's name, place and stead, to execute and deliver any and all such assignments or other instruments which Employee shall fail or refuse promptly to execute and deliver, this power and agency being coupled with an interest and being irrevocable. Without limiting the preceding provisions of this Paragraph, Employee agrees that the Company may edit and otherwise modify, and use, publish, assign to client(s) and otherwise exploit, the Works in all media and in such manner as the Company, in its discretion, may determine.

Inventions, Ideas and Patents: Employee shall disclose promptly to the Company (which shall receive it in confidence), and only to the Company, any invention or idea of Employee (developed alone or with others) conceived or made during Employee's employment by the Company (or, if related to the Business, during employment or within one year after the Termination Date). Employee assigns to the Company any such invention or idea in any way connected with Employee's employment or related to the Business, research or development of the Company, or demonstrably anticipated research or development of the Company, and will cooperate with the Company and sign all papers deemed necessary by the Company to enable it to obtain, maintain, protect and defend patents covering such inventions and ideas and to confirm the exclusive ownership of the Company of all rights in such inventions, ideas and patents, and irrevocably appoints the Company as its agent to execute and deliver any assignments or documents Employee fails or refuses to execute and deliver promptly, this power and agency being coupled with an interest and being irrevocable. This constitutes written notification to Employee that this assignment does not apply to an invention for which no equipment, supplies, facility or Trade Secret information of the Company or any Customer was used and which was developed entirely on Employee's own time, unless (a) the invention relates (i) directly to the Business or (ii) to the actual or demonstrably anticipated research or development of the Company, or (b) the invention results from any work performed by Employee for the Company.

3.15 Social Media Guidelines

Use of social media (all formats) involves certain risks and responsibilities. Online, your personal and business personas are likely to intersect. First and foremost, no one has permission to represent themselves on behalf of the Company's interests and positions other than the CEO and/or the CEO's delegates.

You are solely responsible for what you post online. Before creating online content, consider the risks that may be involved. Keep in mind that any of your conduct that adversely affects your job performance, the performance of fellow employees, or otherwise adversely affects the Company's clients, customers, vendors, suppliers, or conduct that violates the Company's employment policies, may result in disciplinary action up to and including termination. Inappropriate use of social media may include discriminatory remarks, harassment, and threats of violence or similar unlawful conduct, none of which will be tolerated and may subject you to disciplinary action up to and including termination.

Make sure you are always honest and accurate when posting information or news, and if you make a mistake, correct it quickly. Never post any information or rumors that you know to be false about the Company, fellow employees, consultants, clients, customers, vendors, suppliers or competitors. The application of this policy will be consistent with state, local and federal law. Should you have any questions about this policy, please contact the EEO Officer.

Appendix A: Armstrong Hall Complaint Form



Complaint Form

COMPLAINANT INFORMATION

NAME:

DIVISION / UNIT:

OFFICE LOCATION:

WORK PHONE:

IMMEDIATE SUPERVISOR:

PERSON(S) ALLEGED TO HAVE VIOLATED THE POLICY

Person #1: Position: Work Location:

Person #2: Position: Work Location:

Person #3: Position: Work Location:

PERSON(S) WITH INFORMATION/KNOWLEDGE OF THE ALLEGED INCIDENTS

Witness #1: Position: Work Location:

Witness #2: Position: Work Location:

Witness #3: Position: Work Location:

Please describe the conduct that you believe violates the Discrimination, Harassment or Retaliation Prevention Policy. In your narrative, describe: (1) What happened to you; (2) Why you believe you are being discriminated, harassed, or retaliated against, including the reason or evidence you have to support your belief, and; (3) When the acts of discrimination, harassment, or retaliation occur (attach additional pages if needed). If you require assistance with completing this form as a reasonable accommodation, please contact the EEO officer.

HAVE YOU COMPLAINED TO ANYONE AT ARMSTRONG HALL ABOUT THIS MATTER? If yes, explain the situation. When did you complain, to whom, and what was the result?

Please submit to HR Manager at hr@armstronghall.com

Appendix B: For California Employees

Additional Provisions related to the Prevention of Discrimination, Harassment and Retaliation

All Armstrong Hall employees who work in California are also responsible for being familiar and complying with the following additional policies that apply to workers in California.

If you have questions about these additional policies, the Field Employee Handbook, or any other personnel issue, please contact the Human Resources Department.

In California, job applicants, employees, unpaid interns, or volunteers who believe they have been unlawfully harassed, discriminated or retaliated against may file a complaint with the Department of Fair Employment and Housing (“DFEH”). The DFEH has the authority to endeavor to end unlawful employment practices it determines to have occurred by conference, conciliation, or persuasion, as well as the authority to seek remedies on behalf of employees or job applicants, including back pay and other monetary damages, fines, and orders relating to hiring or reinstatement, promotion, and/or changes to an employer’s policies or practices. For more information, please contact the DFEH, which contact information may be found on the Internet.

CALIFORNIA TRAINING REQUIREMENTS

Every two years, all supervisory employees must attend Sexual Harassment Prevention and Workplace Civility training aimed at increasing their understanding of and preventing workplace sexual harassment (including harassment on the basis of sexual orientation, gender identity, and gender expression) and their role in creating an underlying culture of mutual respect in our workplace. Specific components of the training will include how to promptly and effectively respond to sexual harassment when it occurs, the effects of abusive conduct in the workplace, and ways to appropriately intervene if one witnesses behavior that is not in keeping with this policy. The training must be provided by trainers who, in addition to the other requirements set forth in 2 CCR 11024, have the ability through training or experience to train supervisors on how to identify, investigate, report, and respond to unlawful harassment, discrimination, and retaliation in the workplace.

HARASSMENT, DISCRIMINATION, AND RETALIATION PREVENTION POLICY (CA)

All Unlawful Harassment and Discrimination Prohibited

The Company is committed to providing a workplace that is free from unlawful harassment and discrimination. The Company strictly prohibits and does not tolerate unlawful harassment by coworkers, supervisors, managers or third parties or unlawful discrimination against employees and other covered persons (as defined below) on the basis of an individual's:

- Race, including traits associated with race, such as: hair texture; and protected hairstyles, including braids, locks, and twists.

Color.

Age (40 or older).

- Religious creed, including: religious belief, observance, and practice; and dress or grooming practices.

National origin, including the individual's or ancestors' actual or perceived:

physical, cultural, or linguistic characteristics associated with a national origin group;

marriage to or association with persons of a national origin group;
tribal affiliation;
membership in or association with an organization identified with or seeking to promote the interests of a national origin group;
attendance or participation in schools, churches, temples, mosques, or other religious institutions generally used by persons of a national origin group; and
name that is associated with a national origin group.

National origin groups include, but are not limited to, ethnic groups, geographic places of origin, and countries that are not presently in existence.

Ancestry.

Physical disability.

Mental disability.

Reproductive health decision-making, including a decision to use or access a particular drug, device, product, or medical service for reproductive health.

Medical condition, including:

any cancer-related physical or mental health impairment from a diagnosis, record, or history of cancer; or

a genetic characteristic.

Genetic information, including information about:

an individual's genetic tests;

family members' genetic tests;

family members' diseases or disorders;

an individual's or family member's receipt of, or request for, genetic services; and

participation by an individual or their family member in clinical research that includes genetic services.

Marital status.

Sex, including:

pregnancy;

childbirth;

breast feeding; and

medical conditions related to pregnancy, childbirth, or breast feeding.

Gender.

Gender expression, meaning a person's gender-related appearance or behavior, or the perception of such appearance or behavior, whether or not stereotypically associated with the person's sex at birth.

Gender identity, meaning a person's internal understanding of their gender, or the perception of a person's gender identity, which may include male, female, a combination of male and female, neither male or female, a gender different from the person's sex assigned at birth, or transgender.

Sexual orientation, including:

- heterosexuality;
- homosexuality, and
- bisexuality.

Military or veteran status, including past, current, or prospective service in the uniformed services.
or any other characteristic protected under applicable federal, state, or local law.

The Company prohibits and does not tolerate unlawful harassment or discrimination against employees and covered persons who are perceived to have any of these characteristics or who associate with a person who has, or is perceived to have, any of these characteristics.

The Company prohibits discrimination or other penalties against individuals for using cannabis off the job and away from the workplace or having nonpsychoactive cannabis metabolites in their hair, blood, urine, or other bodily fluids.

Covered Persons

For purposes of anti-harassment, covered persons protected by law include employees, applicants, unpaid interns, volunteers, and independent contractors.

For purposes of anti-discrimination, covered persons protected by law include employees, applicants, and unpaid interns.

All The Company employees, other workers, and representatives (including vendors and visitors) are prohibited from harassing employees and other covered persons based on that individual's sex (including that individual's pregnancy, childbirth, breast feeding, or medical conditions relating to pregnancy, childbirth or breast feeding), sexual orientation, or gender (including that individual's gender identity and gender expression) and regardless of the harasser's sex or gender. Sexual harassment is illegal and also against the Company's policy.

Sexual Harassment

Sexual harassment means any harassment based on someone's sex, sexual orientation, or gender, as described in this policy. It includes harassment that is not sexual in nature (for example, offensive remarks about an individual's sex or gender), as well as any unwelcome sexual advances or requests for sexual favors or any other conduct of a sexual nature, when any of the following is true:

- Submission to the advance, request, or conduct is made either explicitly or implicitly a term or condition of employment.

- Submission to or rejection of the advance, request, or conduct is used as a basis for employment decisions.

- Such advances, requests, or conduct have the purpose or effect of substantially or unreasonably interfering with an employee's work performance by creating an intimidating, hostile, or offensive work environment.

The Company will not tolerate any form of sexual harassment, regardless of whether it is:

- Verbal (for example, epithets, derogatory statements, slurs, sexually-related comments or jokes, unwelcome sexual advances, or requests for sexual favors).

- Physical (for example, assault, inappropriate physical contact, or impeding or blocking movements).

- Visual (for example, displaying sexually suggestive posters, cartoons, or drawings, sending inappropriate adult-themed gifts, leering, or making sexual gestures).

Online (for example, derogatory statements or sexually suggestive postings in any social media platform including Facebook, X, Instagram, Snapchat, etc.).

This list is illustrative only and not exhaustive. No form of sexual harassment will be tolerated.

Harassment can occur in the workplace, after hours, or on social media. It should always be reported and will not be tolerated.

Employees may refer to the Civil Rights Department (CRD) sexual harassment prevention online training course appropriate for their position. You may also visit <https://calcivilrights.ca.gov/> to access the online training courses.

Other Types of Harassment

The Company's anti-harassment protections applies equally to other unlawful harassment based on an employee's race, color, religious creed, religious belief, observance, or practice, national origin, ancestry, age (40 and over), marital status, genetic information, medical condition, mental disability, physical disability, reproductive health decision-making, or military or veteran status (as described earlier in this policy), as well as any other characteristic protected under applicable federal, state, or local law.

Such harassment often takes a similar form to sexual harassment and includes harassment that is:

Verbal (for example, epithets, derogatory statements, slurs, derogatory comments, or jokes).

Physical (for example, assault or inappropriate physical contact).

Visual (for example, displaying derogatory posters, cartoons, drawings, or making derogatory gestures).

Online (for example, derogatory statements or postings in any social media platform including Facebook, X, Instagram, Snapchat, etc.)

This list is illustrative only and not exhaustive. No form of harassment will be tolerated.

Harassment can occur in the workplace, after hours, or on social media. It should always be reported and will not be tolerated.

Supervisor Responsibilities

Supervisors and managers have an obligation to report sexual or other harassment, discrimination, or retaliation of which they become aware. Supervisors and managers who observe such conduct or who receive any complaints of misconduct must report the conduct or complaint to the EEO Officer as previously identified in the Handbook, so that an investigation can be made and corrective action taken, if appropriate.

Complaint Procedure: Internal

If you are subjected to any conduct that you believe violates this policy or witness any such conduct, you must promptly report the conduct, either orally or in writing by following the complaint process previously identified in this Handbook.

Complaint Procedure: External

Additionally, if you are subjected to any conduct that you believe violates this policy, you may file a complaint by contacting the:

Civil Rights Department (CRD) at 800-884-1684 or visiting <https://calcivilrights.ca.gov/contactus/>.

Equal Employment Opportunity Commission (EEOC) at 800-669-4000 or visiting <https://www.eeoc.gov/contact-eeoc/>.

If you wish to pursue filing with these agencies you should contact them directly to obtain further information about their processes and time limits.

No Retaliation

No one will be subject to, and the Company prohibits, any form of discipline, reprisal, intimidation, or retaliation for good faith reporting of incidents of harassment or discrimination of any kind, pursuing any harassment or discrimination claim, or cooperating in related investigations.

Violations of This Policy

Any employee, regardless of position or title, whom the EEO Officer determines has subjected an individual to harassment, discrimination, or retaliation in violation of this policy, will be subject to discipline, up to and including termination of employment.

Administration of This Policy

The Human Resources Department is responsible for the administration of this policy. If you have any questions regarding this policy or questions about harassment, discrimination, or retaliation that are not addressed in this policy, please contact the EEO Officer.

Appendix C: For New York Employees

NEW YORK ANTI-HARASSMENT POLICY

All Unlawful Harassment Prohibited

The Company is committed to maintaining a workplace free of unlawful harassment. The Company strictly prohibits and does not tolerate unlawful harassment against employees, interns, whether paid or unpaid, independent contractors, or any other covered persons because of race, color, religion, creed, national origin, ancestry, sex, gender, gender identity or expression (including status as a transgender individual), age, sexual orientation (including actual or perceived heterosexuality, homosexuality, bisexuality, and asexuality), physical or mental disability (including gender dysphoria and similar gender-related conditions), citizenship, genetic information or predisposing genetic characteristics, marital status, reproductive health, familial status, domestic violence victim status, military status, including past, current, or prospective service in the uniformed services, or any other characteristic protected under applicable federal, New York, or local law.

Sexual Harassment

All Company employees, other workers, and their employees and representatives (including vendors, clients and visitors) are prohibited from harassing employees, interns, independent contractors, and other covered persons based on that individual's sex (including pregnancy), gender, sexual orientation (including actual or perceived heterosexuality, homosexuality, bisexuality, and asexuality), sexual identity, or transgender status and regardless of the harasser's sex or gender.

Sexual harassment means any harassment based on someone's sex, gender, sexual orientation (including actual or perceived heterosexuality, homosexuality, bisexuality, and asexuality), sexual identity or transgender status. Sexual harassment can occur between any individuals, regardless of their sex or gender. Sexual harassment is considered a form of employee misconduct. Appropriate disciplinary action will be taken against individuals engaging in sexual harassment and against supervisory and managerial personnel who knowingly allow such behavior to continue.

The Company prohibits retaliation against individuals who complain of sexual harassment or who testify or assist in any proceeding under the law. Any such retaliation is unlawful. No one will be subject to, and the Company prohibits, any form of discipline, reprisal, intimidation, or retaliation for good faith reporting of incidents of sexual harassment of any kind, pursuing any sexual harassment claim, or assisting or cooperating in related investigations or other proceedings.

Sexual harassment is unlawful when it subjects an individual to inferior terms, conditions, or privileges of employment. Harassment need not be severe or pervasive to be unlawful. It can be any harassing conduct that consists of more than petty slights or trivial inconveniences. Sexual harassment includes harassment that is not sexual in nature (for example, offensive remarks about an individual's sex or gender), as well as any unwelcome sexual advances or requests for sexual favors or any other conduct of a sexual nature, when any of the following is true:

- Submission to or rejection of the advance, request, or conduct is:
 - made either explicitly or implicitly a term or condition of employment; or
 - used as a basis for employment decisions.
- The advances, requests, or conduct have the purpose or effect of substantially or unreasonably interfering with an employee's work performance by creating an intimidating, hostile, or offensive work environment, even if the complaining individual is not the intended target of the harassment.

The Company will not tolerate any form of sexual, or other harassment, regardless of whether it is:

- Verbal (for example, epithets, derogatory statements, slurs, sexually-related comments, gestures, noises, or jokes, unwelcome sexual advances, or requests for sexual favors).
- Physical (for example, assault, groping, kissing, hugging, pinching, patting, or other inappropriate physical contact).
- Visual (for example, displaying sexually suggestive posters, cartoons, or drawings, sending inappropriate adult-themed gifts, or leering or making sexual gestures).
- Online (for example, derogatory statements or sexually suggestive postings in any social media platform including Facebook, X, Instagram, Snapchat, etc.).

The above list is illustrative only, and not exhaustive. No form of sexual harassment will be tolerated.

Sexual harassment and all other forms of harassment are prohibited both at the workplace and at employer-sponsored events.

Sexual Harassment Complaint Procedure

Please follow the complaint procedure identified in this Handbook.

Investigation of Sexual Harassment

The Company takes all complaints of harassment seriously. The Company will promptly and thoroughly investigate the facts and circumstances of all complaints of sexual and other harassment, whether the complaint was made verbally or in writing. Any employee may be required to cooperate as needed in an investigation of suspected sexual or other harassment.

All persons involved, including complainants, witnesses, and alleged harassers, will be accorded due process to protect their rights to a fair and impartial investigation. The investigation will be kept confidential to the greatest extent possible, consistent with conducting a thorough and fair investigation.

The Company will take prompt corrective action as appropriate to eliminate sexual and other harassment, including disciplinary measures up to and including termination of employment.

Alternative Reporting and Remedies

The Company encourages employees to report incidents of sexual harassment internally. However, employees who believe they have been subjected to sexual harassment in the workplace also may seek relief by:

- Filing a complaint alleging violation of the NYSHRL either with the Division of Human Rights (NYSDHR) or in New York State Supreme Court. NYSDHR's main office contact information is: NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York 10458. You may call (718) 741-8400 or visit: <http://www.dhr.ny.gov>. You can also contact NYSDHR at (888) 392-3644 or visit <http://www.dhr.ny.gov/complaint> for more information about filing a complaint.
- Filing a "Charge of Discrimination" with the Equal Employment Opportunity Commission (EEOC) for violation of federal anti-discrimination laws, including Title VII of the Civil Rights Act of 1964 (Title VII). Employees can contact the EEOC by calling 1-800-669-4000 (TTY: 1-800-669-6820), visiting their website at <http://www.eeoc.gov>, or by email at info@eeoc.gov.

You may call the DHR sexual harassment hotline at 1(800) HARASS-3 for more information about filing a sexual harassment complaint. This hotline can also provide you with a referral to a volunteer attorney experienced in sexual harassment matters who can provide you with limited free assistance and counsel over the phone. If the harassment involves criminal activity, employees should contact the local police department.

Responsibilities of Supervisors and Managers

The Company is committed to enforcing this policy against all forms of harassment. All supervisors and managers who receive a complaint or information about suspected sexual harassment or other harassment, observe what may be sexually harassing behavior or other harassing behavior, or for any reason suspect that sexual harassment or other harassment is occurring, are required to report such suspected sexual harassment or other harassment to the EEO Officer.

In addition to being subject to discipline if they engaged in sexually harassing conduct or other harassing conduct themselves, supervisors and managers will be subject to discipline for failing to report suspected sexual harassment or other harassment, or otherwise knowingly allowing sexual harassment or other harassment to continue. Supervisors and managers will also be subject to discipline for engaging in any retaliation.

Violations of This Policy

If the EEO Officer determines any employee, regardless of position or title, has subjected an individual to harassment or retaliation in violation of this policy, or has knowingly allowed such behavior to continue, they will be subject to discipline, up to and including termination of employment.

Appendix D: For Illinois Employees

All Company employees who work in Illinois are also responsible for being familiar and complying with the following additional policies that apply to workers in Illinois. If you have questions about these additional policies, the Field Employee Handbook, or any other personnel issue, please contact the Human Resources Department.

The following terms are specific to employees located in the state of Illinois. To the extent that this Appendix or any other portion of the Employee Handbook conflicts with state or local law, the law will control.

1. One Day of Rest in Seven. An employee who is to work 7 1/2 continuous hours or more will be provided with a meal period of at least 20 minutes. The meal period will be given to an employee no later than 5 hours after beginning work. Subsequent, minimum 20-minute meal breaks will be provided for every additional 4.5 continuous hours worked beyond the first 7.5 continuous hours.

2. Illinois Equal Pay Act (“IEPA”). The Company complies with Title VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, the Illinois Human Rights Act, the Equal Wage Act, and the Equal Pay Act of 2003;

- The average compensation for its female and minority employees is not consistently below the average compensation for its male and non-minority employees, as determined by the U.S. Department of Labor’s rule, within each of the major job categories in the EEO-1 report, “taking into account factors such as length of service, requirements of specific jobs, experience, skill, effort, responsibility, working conditions of the job, education or training, job location, use of a collective bargaining agreement or other mitigating factors”;
- The Company does not restrict employees of one sex to certain job classifications and makes retention and promotion decisions without regard to sex;
- The Company corrects wage and benefit disparities when identified to ensure compliance with the above-cited laws via annual and sometimes bi-annual internal audits, or in response to relevant new information;

- The approach the business takes in determining what level of wages and benefits to pay its employees, and that acceptable approaches include, but are not limited to, a wage and salary survey.

Illinois Bereavement Leave

Child, Stepchild, Spouse, Domestic partner, Sibling, Parent or step-parent, Mother-in-law or father-in-law, Grandchild, Grandparent. The leave allows employee unpaid leave to: Attend the funeral or alternative to a funeral of a covered family member; Make arrangements necessitated by the death of the covered family member; Grieve the death of the covered family member; or Be absent from work due to (i) a miscarriage; (ii) an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure; (iii) a failed adoption match or an adoption that is not finalized because it is contested by another party; (iv) a failed surrogacy agreement; (v) a diagnosis that negatively impacts pregnancy or fertility; or (vi) a stillbirth.

The leave must be completed within 60 days of the date on which the employee receives notice of the death of the covered family member or the date on which an otherwise qualifying event occurs. Employees are still entitled to 10 workdays of unpaid leave. In the event of the death of more than one covered family member in a 12-month period, an employee is entitled to up to 6 weeks of bereavement leave during that period. Employees are only eligible to take leave under the this leave if they are also an eligible employee under the Federal Family and Medical Leave Act ("FMLA"). Eligibility under the FMLA requires 12 months of employment, at least 1,250 hours over the past 12 months, and work at a location where the Company employs 50 or more employees within 75 miles.

The Company may require reasonable documentation for leave resulting from miscarriage, stillbirth, failed adoption or other pregnancy related loss, the employer may not require that the employee identify which category of event the leave pertains to. Illinois employees can opt to use the Company's general Bereavement Leave in lieu of the IL policy. But they must notify Human Resources if they would rather use the general Bereavement Leave.

Voting Leave. Illinois employees must give the Company prior written notice that you need 2 hours for time off to vote only if the polls open or close within less than 2 hours either before or after your shift. The two hours will be paid.

School Visitation Act. Provides employed parents and guardians (who are otherwise unable to meet with educators because of work conflicts) the right to 8 hours (no more than 4 hours in one day) of unpaid time off during the school year to attend necessary education or behavioral conferences at their children's schools. This time can only be taken if the employee has exhausted all accrued leave time, except sick leave or disability leave. The employee must provide the Company with a written request for leave at least 7 days in advance. In an emergency situation 24 hours notice is required.

Additional Provisions related to the Prevention of Discrimination, Harassment and Retaliation

I. SEXUAL HARASSMENT POLICY:

The Company is committed to maintaining a workplace free from sexual harassment. Sexual harassment is a form of workplace discrimination. All employees are required to work in a manner that prevents sexual

harassment in the workplace. This Policy is one component of the Company's commitment to a discrimination-free work environment. Sexual harassment is against the law and all employees have a legal right to a workplace free from sexual harassment and employees are urged to report sexual harassment by filing a complaint internally with the Company.

Sexual harassment will not be tolerated. Any employee or individual covered by this policy who engages in sexual harassment or retaliation will be subject to remedial and/or disciplinary action (e.g., counseling, suspension, termination). Retaliation against anyone participating as a witness or complainant in a sexual harassment complaint is illegal.

Victims' Economic Security Safety Act: Sexual harassment becomes a qualifying reason to use up to 12 weeks of unpaid leave to obtain medical and other services under the Illinois Victims' Economic Security Safety Act ("VESSA").

Definition of Sexual Harassment: "Sexual harassment" means any (i) unwelcome sexual advances or unwelcome conduct of a sexual nature; (ii) requests for sexual favors or conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; or (2) submission to or rejection of such conduct by an individual is used as the basis for any employment decision affecting the individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment; or (iii) sexual misconduct, which means any behavior of a sexual nature which also involves coercion, abuse of authority, or misuse of an individual's employment position. For purposes of this definition, the phrase "working environment" is not limited to a physical location an employee is assigned to perform his or her duties.

All employees must participate in sexual harassment prevention training annually. Employees shall participate in a minimum of one (1) hour of sexual harassment prevention training annually. Anyone who supervises or manages employees shall participate in a minimum of two (2) hours of sexual harassment prevention training annually. All employees must participate in one (1) hour of bystander training annually.

Sex stereotyping occurs when conduct or personality traits are considered inappropriate simply because they may not conform to other people's ideas or perceptions about how individuals of a particular sex should act or look. The Company prohibits sexual harassment. No person should be required to endure sexual harassment by anyone or as a condition of employment or contracting.

Sexual harassment is unlawful when it subjects an individual to inferior terms, conditions, or privileges of employment. Harassment need not be severe or pervasive to be unlawful and can be any harassing conduct that consists of more than petty slights or trivial inconveniences. Sexual harassment includes unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual's sex when:

- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment, even if the reporting individual is not the intended target of the sexual harassment.
- Such conduct is made either explicitly or implicitly a term or condition of employment; or
- Submission to or rejection of such conduct is used as the basis for employment decisions affecting an individual's employment.
- Sexual harassment also occurs when a person in authority tries to trade job benefits for sexual favors. This can include hiring, promotion, continued employment or any other terms, conditions, or privileges of employment. This is also called "quid pro quo" harassment.

Sexual Harassment is conduct or language of a sexual nature, and harassment based on gender (or perceived gender), and sexual orientation, which includes, but is not limited to:

- Verbal: derogatory comments, racial or sexual labels, requests for sexual favors, sexual innuendoes, offensive jokes or stories, repeated propositioning.
- Non-Verbal: Staring, derogatory or suggestive gestures, winking, throwing kisses, shunning, and ostracizing.
- Visual: Offensive pictures, photos, objects, images on clothing.
- Physical: Unwelcome touching, hugging, kissing, patting, stroking, standing unnecessarily too close.
- Textual/Electronic: "Sexting" (electronically sending messages with sexual content, including pictures and video), the use of sexually explicit language, harassment, cyber stalking and threats via all forms of electronic communication.
- Written: Unwelcome personal letters, notes or written comments.
- The conduct must be unwelcomed to the target of the harassment. "Unwelcome" means that the employee did not solicit or incite the conduct and regarded it as undesirable.
- The harasser can be the victim's supervisor, a supervisor in another department, a vendor, volunteer, employee of another Company who works in the same location, or a co-worker.
- The harasser as well as the target can be a man or a woman or a gender-neutral person.

Reporting Sexual Harassment and/or Any Violation of this EOP

Any employee, applicant, intern or vendor who feels harassed should report the conduct so that any violation of this policy can be corrected promptly. Any harassing conduct, even a single incident, can be addressed under this policy. There is no time limit on when a person can report the sexual harassment, however, the sooner the better to ensure the ability to gather evidence and/ or speak with witnesses.

Supervisory Responsibilities

All supervisors and managers who receive a complaint or information about suspected sexual harassment, observe what may be sexually harassing behavior or for any reason suspect that sexual harassment is occurring, are required to report such suspected sexual harassment to HR. In addition to being subject to discipline if they engaged in sexually harassing conduct themselves, supervisors and managers will be subject to discipline for failing to report suspected sexual harassment or otherwise knowingly allowing sexual harassment to continue. Supervisors and managers will also be subject to discipline for engaging in any retaliation.

Sexual harassment is not only prohibited by the Company but is also prohibited by state, federal, and, where applicable, local law. Regulating agencies: Illinois Department of Human Rights (IDHR) Chicago: 312-814-6200 or 800-662-3942 Chicago TTY: 866-740-3953 Springfield: 217-785-5100 Springfield TTY: 866-740-3953 Marion: 618-993-7463 Marion TTY: 866-740-3953 • Illinois Human Rights Commission (IHRC) Chicago: 312-814-6269 Chicago TTY: 312-814-4760 Springfield: 217-785-4350 Springfield TTY: 217-557-1500 • United States Equal Employment Opportunity Commission (EEOC) Chicago: 800-669-4000 Chicago TTY: 800-869-8001

Illinois Sexual Harassment Prevention Training

Every employer with employees working in the State of Illinois is required to provide all employees with annual sexual harassment prevention training that complies with Section 2-109 of the Illinois Human Rights Act ("IHRA"). For the purposes of satisfying the requirements under Section 2-109, Armstrong Hall, LLC. uses IDHR's model sexual harassment prevention training program to supplement this policy. Employees are required to submit the appropriate certificate of completion upon thoroughly reading and reviewing the training materials to Human Resources or designee.

Commented [BD1]: What about City of Chicago's specific training? Do you want to do that too? It requires supervisor and bystander trainings.

Appendix E: HR Investigation of a Discrimination, Harassment, or Retaliation Claim

While the process may vary from case to case, investigations should be done in accordance with the following steps:

- Upon receipt of complaint the HR Manager will conduct an immediate review of the allegations, and take any interim actions (e.g., instructing the respondent to refrain from communications with the complainant), as appropriate. If complaint is verbal, encourage the individual to complete the "Complaint Form" in writing. If he or she refuses, prepare a Complaint Form based on the verbal reporting.
- If documents, emails or phone records are relevant to the investigation, take steps to obtain and preserve them.
- Request and review all relevant documents, including all electronic communications.
- Interview all parties involved, including any relevant witnesses;
- Create a written documentation of the investigation (such as a letter, memo or email), which contains the following:
 - A list of all documents reviewed, along with a detailed summary of relevant documents;
 - A list of names of those interviewed, along with a detailed summary of their statements;
 - A timeline of events;
 - A summary of prior relevant incidents, reported or unreported; and
 - The basis for the decision and final resolution of the complaint, together with any corrective action(s).
- Keep the written documentation and associated documents in a secure and confidential location.
- Promptly notify the individual who reported and the individual(s) about whom the complaint was made of the final determination and implement any corrective actions identified in the written document.
- Inform the individual who reported of the right to file a complaint or charge externally as outlined in the Legal Protections and External Remedies Section of the Preventing Harassment, Discrimination, and Retaliation Policy.