



DELTA DENTAL OF IDAHO EQUAL EMPLOYMENT OPPORTUNITY POLICY

Delta Dental of Idaho is committed to providing equal opportunity to all employees and applicants for employment regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability, veteran status or any other characteristic protected by state, federal or local law. As part of this Equal Employment Opportunity (EEO) policy, Delta Dental of Idaho will also take affirmative action to employ and to advance in employment, all persons regardless of such characteristics. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, promotion, transfer, demotion, layoff, termination, benefits, compensation, and selection for training.

Employees and applicants shall not be subjected to harassment, intimidation, or any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state or local law requiring equal opportunity.

Delta Dental of Idaho has a written Affirmative Action Program, available for inspection in the Human Resources office, which sets forth the policies, practices and procedures to ensure that our policy of nondiscrimination and affirmative action is accomplished. If you have questions or concerns or believe that you have been treated in a way that violates our policies, you should contact Human Resources or utilize Delta Dental of Idaho's reporting hotline.

As President and CEO, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. The Human Resources Manager has been selected to serve as the EEO Administrator and will audit, report, and evaluate activities which pertain to our EEO and Affirmative Action objectives. Every Delta Dental of Idaho employee shares the responsibility to assist in achieving the aims of this policy.

A handwritten signature in cursive script, appearing to read "Jean DeLuca".

Jean DeLuca
President and CEO