



COMMITMENT TO AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY (EEO)

TO ALL EMPLOYEES AND APPLICANTS OF CAMBIA HEALTH SOLUTIONS

Cambia Health Solutions is proud to be an equal opportunity employer. Hence, we take steps to assure that:

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

Any employee or applicant who believes any of these policies have been violated should immediately contact Cambia's Employee Relations Department at EmployeeRelationsEmailAddress@regence.com or use Cambia's Anonymous Resource Line by calling (888) 224-7491.

Cambia's Human Resources Department is responsible for the implementation and monitoring of our Affirmative Action Plan, and they have my full support in ensuring compliance. If anyone has questions or would like to view portions of the Affirmative Action Plan, please contact Human Resources.

It is my hope that we can all work together in creating a workplace of belonging as we strive to transform health care.

A handwritten signature in black ink, appearing to read "Jared Short", written in a cursive style.

Jared Short
President and Chief Executive Officer
July 2021