



2024 Commitment to Equal Employment Opportunity

Commitment to EEO. Excelligence Learning Corporation ("Excelligence") is committed to affirmative action and equal employment opportunity. It remains our policy to provide equal employment opportunity to all persons consistent with employment qualifications and applicable laws regarding discrimination because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran or other protected status. Excelligence will recruit, hire, train, and promote persons in all job titles, and ensure that all other personnel actions are administered without regard to such protected categories.

Excelligence recognizes that the effective application of a policy of merit employment involves more than just a policy statement and will, therefore, implement its Affirmative Action Plan (AAP) in a positive and aggressive manner and will make known Excelligence's commitment to this effort and that equal opportunities are available within Excelligence on the basis of individual merit. Excelligence will solicit and encourage all persons to seek opportunities within Excelligence and to pursue advancement possibilities.

Audit and Reporting Systems. Excelligence has implemented an audit and reporting system to measure the effectiveness of Excelligence's AAP, to identify and address the need for remedial action if necessary, and to determine the degree to which Excelligence's overall objectives have been attained.

Support and Responsibility for Implementation. The AAP has full support of Anupam Martins, Chief Executive Officer of Excelligence, as well as the entire Excelligence management team. Lauren Taylor, Vice President and General Counsel, is responsible for administering all aspects of the company's EEO policy and the AAP.

Questions and Access to AAP. Should you have any questions regarding equal employment opportunity or affirmative action issues, please contact Lauren Taylor, Vice President and General Counsel, at ltaylor@Excelligence.com or 831.333.2000, or make arrangements with your local HR manager to review our EEO Policy and/or the AAP during regular work hours, Monday through Friday.

Prohibition Against Retaliation. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: (1) Filing a complaint; (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of affirmative action, including but not limited to, provisions of section 503, VEVRAA, or any other Federal, state or local law requiring equal opportunity for individuals with disabilities and/or protected veterans; (3) Opposing any act or practice made unlawful by section 503 or its implementing regulations in this part, VEVRAA or its implementing regulations in this part, or any other Federal, state or local law requiring equal opportunity for individuals with disabilities and/or protected veterans; or (4) Exercising any other right protected by section 503 or its implementing regulations in this part, VEVRAA or its implementing regulations in this part, or any other Federal, state or local equal employment opportunity law.