

February 16, 2026

To: Unions Representing Employees of the ALL Family of Companies

Re: Statutory Notification of Equal Employment Opportunity/Affirmative Action Obligations

Dear Union Leaders,

As part of ALL Family of Companies' ongoing compliance with federal Equal Employment Opportunity and Affirmative Action regulations, we hereby notify you that ALL Family of Companies is an equal opportunity employer that makes employment decisions 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. ALL Family of Companies takes affirmative steps to employ and advance in employment qualified individuals 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. ALL Family of Companies further notifies you that as an employee representative of the ALL Family of Companies, we are compliant with the following laws and accompanying regulations and we request your cooperation in advancing these principles:

- Executive Order 11246 (and its implementing regulations at 41 C.F.R. part 60);
- The Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (and its implementing regulations at 41 C.F.R. 60-300); and
- Section 503 of the Rehabilitation Act of 1973, as amended (and its implementing regulations at 41 C.F.R. 60-741); and
- Executive order 13496 (and its implementing regulations at 29 C.F.R. part 471, Appendix A to Subpart A).

The equal opportunity clauses within each of the above regulations, as applicable, are included by reference in all contracts between ALL Family of Companies and you.

Very truly yours,

Deborah A. Gilchrist

Deborah A. Gilchrist
Corporate Human Resources Manager and
EEO Coordinator