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## Equal Employment Opportunity

### POSITION STATEMENT

Meredith is committed to embracing diversity and creating a culture that enables employees to contribute their unique talents and skills toward service to our customers, exceptional content and teamwork for an effective workplace. Meredith believes in and strives for an environment based on respect for all individuals and provides equal employment opportunity to all people, regardless of race, color, national origin, sex, creed, religion, age, disability, sexual orientation, gender identity, genetic information, marital status, military service or any other legally protected characteristic. Meredith values a diverse workforce.

### SPECIFICS / PROCEDURES

Meredith expects that all employees and non-employees treat each other with respect. (Non-employees include freelancers, temporary agency workers, independent contractors, customers, vendors, and anyone else our employees come into contact with during the workday who is not an employee of Meredith.)

If you feel you have been treated unfairly in your employment, or you feel unlawful discrimination may have occurred, you should immediately report your concerns to your manager, your manager's supervisor, a Human Resources representative, [Meredith's EEO Manager](#), or any trusted management official in the company. You may also contact the Ethics/Compliance line at (866) 457-7445, or you may click [here](#) to submit a report online or contact any of the members of the Meredith Compliance Committee. Your concerns will be promptly investigated, and appropriate remedial measures will be taken as warranted under the circumstances. Your concerns will be handled as confidentially and sensitively as is practical under the circumstances. You, and anyone who assists you in the complaint process, are protected from retaliation for raising your concerns.

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