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Hollister

A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS
Abinash Nayak, President & CEO

EQUAL EMPLOYMENT OPPORTUNITY
POLICY STATEMENT

Hollister Incorporated has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment opportunity (EEO) policy, we will take steps to assure that:

a. Persons are recruited, hired, assigned and promoted based on qualifications and merit 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.

I have appointed Stacey Aitken to take on the responsibilities of EEO Coordinator. The EEO Coordinator will be responsible for the day to day implementation and monitoring of the Company's EEO Policy and required Veterans and Individuals with Disabilities (IWD) Affirmative Action Plans. As part of that responsibility, the EEO Coordinator will periodically analyze the Company's personnel actions and their effects to ensure compliance with our equal employment policy and administer the audit and reporting system.

If you, as one of our employees or as an applicant for employment, have any questions about this EEO policy or would like to view portions of the Veterans and IWD Affirmative Action Plan, please contact Stacey Aitken during regular business hours.

I have reviewed and fully endorse our Equal Employment Opportunity policy and program, as well as our required Affirmative Action Plans. In closing, I ask the continued assistance and support of all of the Company's personnel to attain our objective of equal employment opportunity for all.

Sincerely,

Abinash Nayak
President & CEO