II. STATEMENT OF EEO POLICY

As an equal opportunity employer, the Alaska Railroad Corporation (ARRC) strives to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, mental or physical disability, veteran status, or other protected class. This policy applies to all employment practices (including recruitment, hiring, training, promotion, transfer, demotion, layoff, termination, and compensation) and business opportunities and is in addition to and not in lieu of the ARRC's obligations and responsibilities under Title VI of the Civil Rights Act of 1964. ARRC is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

The ARRC is fully committed to, and has adopted, an Equal Employment Opportunity Program to ensure its compliance with this policy. As a part of this Program, the ARRC has undertaken an affirmative action program, including goals and timetables, in an effort to overcome the effects of any past discrimination there may have been on women and minorities. The ARRC's EEO Program is available to both ARRC employees and the public on the ARRC's corporate website at www.alaskarailroad.com.

All employees and applicants have the right to file complaints alleging discrimination with ARRC or with the Federal Transit Administration with regard to this Program (see Section X of the EEO Program for further information regarding complaints). Retaliation against an individual who makes a charge of employment discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit) or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

As ARRC's President and CEO, I maintain overall responsibility and accountability for ARRC's compliance with its EEO Program. The responsibility for implementation of the ARRC's EEO Program, including program preparation, monitoring, and oversight of complaint investigation, is primarily assigned to the ARRC's Deputy Chief Counsel, Tina Sellers Wareham. In this capacity, the Deputy Chief Counsel reports directly to me. All management personnel share in the ARRC's EEO responsibility, however, and will be assigned specific tasks to ensure that compliance is achieved. Managers and supervisors will be evaluated on the success of the ARRC's EEO Program in the same way as their performance on other ARRC goals.

ARRC is committed to its written nondiscrimination program setting forth the policies, practices and procedures, and goals and timetables for the benefit of ARRC, its employees and applicants, and to making the EEO Program available for inspection by any employee or applicant for employment upon request.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO Program.

ALASKA RAILROAD CORPORATION

Dated: 8/2/19

Bill O'Leary
President and Chief Executive Officer