



Alaska Railroad Corporation Reaffirmation of EEO Policy

The Alaska Railroad Corporation (ARRC) hereby reaffirms its policy with respect to equal employment opportunity. Employment opportunities at the ARRC are administered without regard to race, color, national origin, religion, age, physical or mental disability, sex, marital status, changes in marital status, pregnancy, or parenthood, when the reasonable demands of the position do not require distinction on the basis of age, physical or mental disability, marital status, changes in marital status, pregnancy, or parenthood. This policy extends to recruitment, selection, hiring, compensation, promotion, training, and all other aspects of employment. The ARRC further prohibits unlawful harassment of employees based upon any of the protected classes listed above and retaliation against any employee or applicant for employment who makes a charge of employment discrimination, testifies, assists, or participates in any manner at a hearing, proceeding, or investigation of a complaint of employment discrimination. The ARRC's EEO Policy No. 62-1 is available to all employees on the ARRC's Intranet.

In addition to Policy 62-1, the ARRC maintains an EEO Program as part of its civil rights commitment to the Federal Transit Administration. That program is available at www.alaskarailroad.com, and it prohibits discrimination against any person on the basis of race, color, religion, national origin, sex, age, or mental or physical disability in any project program, or activity receiving federal financial assistance funded in whole or in part by the United States Department of Transportation. In this context, the term 'sex' includes pregnancy, childbirth, or related medical conditions, gender identity, and sexual orientation. This policy applies to all employment practices 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. Questions regarding the ARRC's EEO Policy 62-1, its EEO Program, and procedures for filing complaints of discrimination may be directed to the ARRC Legal Department at 907.265.2613 or sellerswarehamt@akrr.com.

Dated: June 9, 2020



Bill O'Leary
President and Chief Executive Officer