



USAA Real Estate Company

EQUAL EMPLOYMENT OPPORTUNITY POLICY

As an organization, REALCO recognizes the importance of applying the fullest measure of individual skills and talents toward the accomplishment of the mission. We value the contributions of each team member and strive to support an environment that is open-minded, professional, and inclusive.

REALCO is an equal employment opportunity employer that maintains a policy of non-discrimination with respect to all employees and applicants for employment. All employment decisions will be made without regard to race, color, sex (including pregnancy), religion, national origin, age, disability, genetic information, veteran status, or any other status protected by applicable law. Employment decisions, subject to the legitimate business requirements of REALCO, are based solely on the individual's qualifications, merit, and performance. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

Any employees with questions or concerns about any type of possible discrimination in the workplace should bring these issues to the attention of their immediate supervisor or the Human Resources Department. Employees can raise concerns and make reports without fear of reprisal. Retaliation for raising an issue of alleged harassment will not be tolerated, and will result in disciplinary action, up to and including termination of employment.

REALCO is an Equal Opportunity Employer and maintains an Affirmative Action program. Any questions regarding this program may be directed to the Head of Human Resources.

USAA Real Estate Company is an Equal Opportunity and Affirmative Action Employer of Females, Minorities, Veterans and Disabled.

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