



Command Holdings

A Pequot Company

Equal Opportunity Policy Statement

41 C.F.R. Section 60-741.44(a); 60-300.44(a)

The employment policy of Command Holdings LLC and the Pequot Community of Companies is to provide equal opportunity to all persons. Our company, therefore, has made a commitment to equal employment opportunity based on merit. No employee or applicant for employment will be discriminated against because of race, color, religion, sex, national origin, disability, military and/or veteran status, or any other Federal or State legally-protected classes.

The Pequot Community of Companies will recruit, employ, train, compensate, and promote qualified individuals in all job titles, and ensure that all other personnel actions are administered without regard to race, color, religion, sex, military and/or veteran status, or disability in accordance with Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans Readjustment Assistance Act of 1974, which require affirmative action to ensure equal opportunity in all aspects of employment. We do not discriminate on the basis of national origin or citizenship status as provided under the Immigration Reform and Control Act of 1986.

To further implement these policies, the Pequot Community of Companies will continue to:

- A. Base decisions on employment so as to further the principle of equal employment opportunity;
- B. Ensure that promotion decisions are in accordance with the principles of equal employment opportunity by imposing only valid requirements for promotional opportunities;
- C. Ensure that all personnel actions (including but not limited to compensation, benefits, transfers, layoffs, return from layoffs, company-sponsored training, education, tuition assistance, social and recreational programs) are administered without regard to race, color, religion, sex, national origin, disability, military and/or veteran status, or any other Federal or State legally-protected classes.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:

command-holdings.com

Command Holdings

2 Matts Path, Ledyard, CT 06338

Mashantucket, CT | Washington, DC | Tampa, FL

**Mission Focused.
Solution Driven.
Community Oriented.**

- A. Filing a complaint;
- B. Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of affirmative action and equal opportunity regulations;
- C. Opposing any act or practice made unlawful by affirmative action and equal opportunity regulations, including Federal, State, and local law, and any applicable Executive Order;
- D. Exercising any other right protected by affirmative action and equal opportunity regulations.

Heidi Snell, Chief Management Officer has designated Kaitlin Gentile as EEO Coordinator. The EEO Coordinator is responsible for compliance with State and Federal equal employment opportunity laws, and for implementing the affirmative action program, including equal employment practices, monitoring, and internal reporting. Employees who believe they have not been treated in accordance with this policy are encouraged to contact Kaitlin Gentile at kaitlin.gentile@wwcglobal.com. The affirmative action plan is available for review by appointment through contacting Kaitlin Gentile. Employees and applicants wishing to self-identify as a protected veteran or individual with disability, including voluntarily updating their disability status, or to request a reasonable accommodation necessary for the performance of the essential functions of a job, may do so by contacting Human Resources at hr@wwcglobal.com.

This policy statement has the support of the CEO, Jon Panamaroff. The continued success of our Affirmative Action Program requires maximum cooperation from every employee throughout our organization. Equal employment opportunity is not only the law, but it is a principle of the Pequot Community of Companies.

Read and approved by:



Jon Panamaroff, CEO
April 1, 2025