

A NOTICE AND INVITATION TO ALL TEAM MEMBERS AND APPLICANTS

Adam Wright, CEO

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Pilot Travel Centers LLC has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

- a. Persons are recruited, hired, assigned and promoted 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 team member 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. Team Members 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 Leslie Ampey, Federal Contractor Program Manager, 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 Affirmative Action Plan. As part of that responsibility, the EEO Coordinator will periodically analyze the Company's team member 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 Team Members or as an applicant for employment, have any questions about this policy or would like to view portions of the Affirmative Action Plan, please contact Leslie Ampey during regular business hours. This is also a reminder that Team Members may update their disability status at any time by contacting Leslie Ampey.

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

Sincerely,
Adam Wright, CEO

