

**HEALTH CARE SERVICE CORPORATION
EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION
STATEMENT**

Health Care Service Corporation (HCSC) intends to provide equal employment opportunity regardless of a person's race, color, age, religion, sex, gender, gender identity, national origin, citizenship, status as an individual with a disability or veteran, including those with special disabled veteran status, other eligible veteran or veteran of the Vietnam Era status, sexual orientation or any other protected legal status and to make all employment related decisions free of discrimination.

HCSC is committed to fostering a respectful and inclusive work environment where all employees are valued and enabled to contribute to its business objectives. HCSC strives to ensure the full utilization of its employees while fostering and encouraging openness to their varied ideas, skills, experiences and perspectives. HCSC further strives to be responsive to the varied needs of its customer base.

It is the policy of HCSC to treat all employees fairly and to provide work environments free of any intimidation, threats, coercion or discrimination, including physical, verbal, or sexual harassment. We intend that all matters related to the following be free of discriminatory practices: work conditions, recruiting, hiring, training, compensation, benefits, promotion, transfers, demotions, discharges, reduction in force, rehires from reductions in force, company-sponsored programs, employee actions protected by corporate policy or the law, and all other treatments on the job.

All management personnel are expected to support and take affirmative action, consistent with the company's affirmative action goals, practices, and policies. Any applicant or employee wishing to address an issue covered by this statement or related policy, or who would like to view HCSC's AAP may contact a representative at the number listed at the end of this statement. Answers to questions may be found in the Management FAQ section located at the Intranet address identified below.

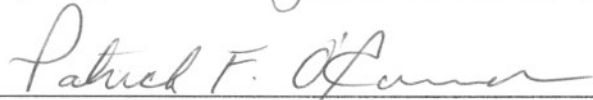
Human Resources makes available pertinent data about our company's Affirmative Action Program and investigates alleged violations of this policy. As EEO Executive, Patrick O'Connor administers the company's EEO, AA and Diversity policies in all company locations.

Employees who wish to voluntarily identify or update their self-identification as a person with a disability or as a protected veteran, may contact a representative at the number below. Self-identification forms are given to every new hire during orientation.

Representative Number: 972-766-6062



President, Chief Executive Officer and EEO Executive Officer – Patricia Hemingway Hall



Senior Vice President–Chief Human Resources Officer and EEO Executive Officer– Patrick F. O'Connor



Senior Manager Human Resources Regulatory Compliance and EEO Coordinator – Margie Patterson