

## NOTICE TO APPLICANTS FOR EMPLOYMENT AND EMPLOYEES

This notice is posted as part of the remedy agreed to pursuant to a conciliation agreement between Facebook, Inc. and the U.S. Equal Employment Opportunity Commission.

Federal law requires that there be no discrimination against any applicant for employment or employee with respect to recruiting, hiring, training, assignment, promotion, transfer, discipline, demotion, discharge, compensation, benefits, and other terms, conditions or privileges of employment because of the individual's race, color, national origin (including ethnicity and accent), religion, sex (including sexual orientation, gender identity and pregnancy), disability (including record of disability and regarded as disabled), age (40 and over), or genetic information (including family medical history).

Facebook, Inc. supports and will comply with federal laws prohibiting employment discrimination in all respects and agrees that its Recruiting staff will be expected to abide by the requirements of such laws and will ensure that all applicants are considered for employment without regard to protected basis such as age. Facebook, Inc. further agrees that it will not take adverse action against applicants for employment and employees because they have exercised their rights under the law by raising concerns, lodging complaints, filing charges, participating as witnesses in investigatory proceedings, or otherwise opposing policies and practices made unlawful by such laws, whether the discrimination is alleged, perceived or actual.

Specifically, Facebook, Inc. will not implement recruiting & hiring practices that exclude applicants for employment 40 or older and will not refuse to hire applicants for employment because of their age. Also, Facebook, Inc. will thoroughly investigate and effectively resolve all complaints lodged by applicants for employment and employees to report discrimination on any basis, including age, whether alleged, perceived or actual. Applicants for employment and employees affected by any proven discriminatory conduct will be made whole for any losses they suffered because of the discrimination against them.

Facebook, Inc. has adopted an equal employment opportunity policy and will ensure that all Recruiting staff abide by the requirements of such policy to prevent employment discrimination on any protected basis, including age.

February 21, 2020

Date

*E. Peregrino* Director, People Compliance  
Facebook, Inc.