



**A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS**

**Ray McDaniel, President & CEO**

**AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

Moody's success has always depended in large measure on the individual and collective ability of its people. Our goal is to build an organizational environment that encourages the full participation of all members of our diverse workforce and enables everyone to use the full range of their talents, skills and abilities to serve our customers. Moody's recruits, hires, employs, trains, promotes and compensates individuals based on job-related qualifications and abilities and 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. Moody's adheres to our longstanding policy of providing a work environment that respects the dignity and worth of each individual and recruits, hires, assigns and promotes persons without regard to race, color, sex, gender, age, religion, religious creed, national origin, ancestry, citizenship, marital status, sexual orientation, gender identity, gender expression, genetic information, physical or mental disability, military or veteran status or any other characteristic protected by law.
- b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, and access to training are administered without regard to race, color, sex, gender, age, religion, religious creed, national origin, ancestry, citizenship, marital status, sexual orientation, gender identity, gender expression, genetic information, physical or mental disability, military or veteran status or any other characteristic protected by law.
- c. Employees 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 Marianne Fabozzi, SVP, HR Policies & Compliance, to take on the responsibilities of Equal Employment Opportunity (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 personnel actions and their effects to both ensure compliance with our equal employment policy and administer the audit and reporting system.

If you have any questions about this policy, please contact the EEO Coordinator during regular business hours.

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

Sincerely,

**Ray McDaniel  
President & CEO**