



January 2017

TO: ALL U.S. EMPLOYEES/APPLICANTS

Our company is fully committed to the maximum utilization of all human resources and the goals of Equal Employment Opportunity and Affirmative Action. I wish to reaffirm that commitment and bring to the attention of all employees and applicants that these objectives are reflected in all aspects of our daily operations. We will continue to recruit, hire, train, and promote, and consider qualified applicants for employment, in all job titles without regard to age, ancestry, citizenship status, color, creed, familial status, genetic information, marital status, national origin, political ideology, race, religion, sex, sexual orientation, gender identity, status as an individual with a disability, or veteran status, including qualified disabled veterans, Armed Forces service medal veterans, recently separated veterans, and active duty wartime or campaign badge veterans; and shall not discriminate against any individual, or any other characteristic protected by law.

Every effort shall be made to ensure that all employment decisions, company programs and personnel actions are administered in conformance with the principle of Equal Employment Opportunity.

I have designated Brenda Mueller as the company's Corporate Affirmative Action Officer, and have charged her with the responsibility to maintain the necessary programs, records, and reports to comply with all government regulations, including the maintenance of monitoring procedures for our policy objectives.

Further, our Affirmative Action programs may be reviewed by employees and applicants by scheduling an appointment with the Assistant Affirmative Action Officer at any U.S Milliman office. If you wish to self-identify as a disabled veteran, Armed Forces service medal veteran, recently separated veteran, active duty wartime or campaign badge veteran, or an individual with a disability, please contact Brenda Mueller or go to [Employee Self Service in Ultipro](#) to update your information.

Just as we all share the responsibility for meeting the challenges of our business objectives, each of us must assume a leading role in making our Equal Employment policy work effectively.

A handwritten signature in black ink that reads "Stephen A. White".

Stephen A. White
President and CEO