



# EEO & PAY TRANSPARENCY POLICY STATEMENT

Filmstacker's policy with respect to EEO Affirmative Action and Pay Transparency compliance is set forth below.

[EEO is the Law \(Pdf\)](#)

[Declaración de la Política \(Pdf\)](#)

For more information on your Equal Opportunity Rights in the USA, click [here](#).

If you need assistance with completing the online application process, please call Filmstacker at [+1-520-252-1292](tel:+15202521292) or contact [careers@filmstacker.com](mailto:careers@filmstacker.com).

## EEO POLICY

It is the policy of Filmstacker to provide equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law. In addition, Filmstacker will provide reasonable accommodations for qualified individuals with disabilities.

Filmstacker's goal is to increase representation of women, people of color, veterans and individuals with disabilities. Our programs are designed to comply with all applicable federal, state and local laws, directives and regulations and cover all human resource actions including employment, compensation, benefits, training, education, tuition aid, transfers, promotions and social/recreational programs.

Filmstacker will not allow any form of retaliation against individuals who make good faith reports of alleged violations of this policy, or who cooperate in Filmstacker's investigation of such reports, even if the reports do not reveal any wrongdoing.

Filmstacker's CEO and senior leadership team regularly receive and review affirmative action reports and have the responsibility to monitor progress, reinforce policies and hold the organization accountable to meet objectives.

## **PAY TRANSPARENCY**

Filmstacker will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with Filmstacker's legal duty to furnish information.

## **RESPONSIBILITY**

Matt Rahr, our Business Manager is responsible for leading Filmstacker's affirmative action efforts and ensuring that the principle of equal employment opportunity is understood and followed. All members of management must be familiar with this policy, must fully support it, and are responsible for applying these principles in good faith. All employees are responsible for conduct consistent with Filmstacker's EEO Policy and are expected to demonstrate respect for all co-workers.

Filmstacker shares this statement to inform applicants and employees of Filmstacker's commitment to equal opportunity in employment. The Affirmative Action Plans for: Women and Minorities; Individuals with Disabilities; and Protected Veterans are located in local HR offices and may be reviewed by applicants and employees on weekdays during normal working hours.

A handwritten signature in black ink, appearing to read 'Cody Sheehy', with a long horizontal stroke extending to the right.

**Cody Sheehy**

Chief Executive Officer

Filmstacker, Inc