



A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

John Santora, Chief Executive Officer

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY

STATEMENT

At WeWork, we value inclusion and diversity, which help us thrive as a Company. We are dedicated to creating a workplace where everyone can grow, professionally and personally, and come to work as their authentic selves.

WeWork is proud to be an Equal Employment Opportunity and Affirmative Action employer. That means:

- a) We give equal opportunity in all personnel decisions, including recruitment, selection, promotion, training, compensation, benefits, transfer, layoff, and termination.
- b) We prohibit discrimination and/or harassment based on gender, sexual orientation, marital or civil status, pregnancy (or pregnancy-related conditions), gender identity or expression, transgender status or gender reassignment, race, color, national origin or ancestry, citizenship, religion or religious beliefs, age, physical or mental disability, genetic information (including genetic testing and characteristics), military or veteran status, or any other grounds or characteristic that is protected under federal, state or local law.
- c) We also prohibit retaliation, including intimidation, threats, or coercion, against someone who makes a complaint of a law or policy violation internally within WeWork; makes an external complaint to an outside agency; encourages another employee to make a complaint; participates in an investigation or other internal or external proceeding regarding a complaint; objects to offensive conduct; and/or refuses to follow directives to engage in conduct that would violate law or WeWork policy.
- d) We provide reasonable accommodations for disabilities; pregnancy; childbirth; lactation; sincerely-held religious beliefs; and for limitations resulting from pregnancy, in accordance with federal, state, and local law. As a reminder, employees may request a reasonable accommodation by contacting their People Partner, and applicants may request a reasonable accommodation related to accessing our website or completing the application process by completing [this form](#).

We each share the responsibility to ensure we incorporate the principles of inclusion and diversity throughout WeWork, and create a workplace where people of all backgrounds can thrive. It's the right thing to do. To that end, Gianna DelliCarpini, our EEO Coordinator, will ensure compliance with our Affirmative Action obligations. In closing, I ask that you join me in working together to provide equal employment opportunity for all.

Sincerely,

John Santora
Chief Executive Officer