

## **Nodal Exchange, LLC Hiring Practices Policy**

Nodal Exchange has a policy of non-discrimination and is fully committed to the principles of equality in employment and opportunity for all employees. Nodal Exchange also expects all employees to adhere to these principles. All personnel actions, including but not limited to recruitment and hiring, working conditions, benefits and compensation, training, performance appraisals, promotion, transfer, discipline and termination, are administered without regard to race, color, religion, gender, sexual preference, national origin, age, veteran status, citizenship, or any other legally protected characteristic.

Nodal Exchange will not discriminate against any individual with a physical or mental disability, provided that the individual is able to perform the essential functions of the position with or without a reasonable accommodation. Decisions in these and other areas are job related and are based on individual merit and qualifications.

Nodal Exchange conducts background checks on candidates as part of the screening process. If a candidate is being considered for a position, the candidate will be asked to provide authorization to conduct the background check. If the candidate declines the request, they will no longer be considered for employment at Nodal Exchange.

Nodal Exchange is committed to maintaining a work environment that is free from unlawful harassment.