



BNY MELLON

January 2012

Dear Fellow Employee:

BNY Mellon's success depends on the talent, skills and commitment of all employees. I believe that these talents are maximized in an environment where every person is treated with fairness, dignity and respect.

Our company has an uncompromising commitment to diversity and inclusion. This commitment is not only important to each of us as individuals, it is also crucial to our ability to serve our clients and grow our businesses. An important part of this commitment is founded on compliance with the Equal Employment Opportunity and Affirmative Action laws and regulations. Therefore, I reaffirm BNY Mellon's commitment to abide by these laws and regulations, as stated below:

BNY Mellon and its subsidiaries and affiliates affirm our Equal Employment Opportunity policy of treating all employees fairly regardless of race, religion, color, sex, national origin, age, familial or marital status, ancestry, citizenship, genetic information, sexual orientation, gender identity, veteran or military status, qualified disability or other factors prohibited by federal, state or local laws. Terms, conditions and privileges of employment, such as recruitment, recruitment advertising, hiring, selection, placement, training, promotion, upgrade, demotion, transfer, reassignment, layoff and recall, corrective action, compensation, benefits, educational assistance, access to employment facilities, and separation are applied in a non-discriminatory manner. BNY Mellon also makes reasonable accommodations for qualified individuals with disabilities. Employment practices are based solely on the qualifications of each individual and appropriate job-related standards. Employees are responsible for reporting issues, concerns, problems or complaints under the Equal Employment Opportunity policy. BNY Mellon prohibits retaliation against an individual who has brought forward any such issues, concerns, problems or complaints. BNY Mellon actively participates in results-oriented programs that generate employment and advancement opportunities for applicants and employees covered by its Affirmative Action programs.

Please join me in supporting BNY Mellon's commitment to Equal Employment Opportunity and Affirmative Action.

Yours sincerely,