



Equal Employment Opportunity/Affirmative Action Policy Statement

It is the policy of Comscore to provide equal employment opportunity / affirmative action to all employees and applicants for employment in accordance with all applicable federal, state, or local, executive orders, regulations and laws. We will not engage in any form of prohibited employment discrimination. This includes discrimination on the basis of race, color, creed, gender, religion, national origin or citizenship status, disability, age, genetic information, marital status, status with regard to public assistance, sexual orientation, gender identity, familial status, veteran status, or any other protected classifications. This policy is applicable to all personnel actions and practices including, but not limited to, recruitment, selection, promotion, training, transfer, rates of pay, part time work, and all other terms and conditions of employment.

Compliance with this policy is the responsibility of all employees, especially those who have responsibilities with regard to the employment process. Further, as an Equal Employment Opportunity / Affirmative Action Employer, we will commit the necessary time and resources to meet our responsibilities and obligations. Any employee who does not comply with this policy is subject to appropriate disciplinary action, up to and including dismissal.

If you believe that you have received treatment contrary to this policy, immediately notify your supervisor, or the Chief People and Compliance Officer:

NAME:	TITLE:	TELEPHONE NUMBER:
Sara Dunn	Chief People and Compliance Officer	(703) 376-6668

Reaffirmation of EEO/AA Policy

ALL EMPLOYEES AND APPLICANTS FOR EMPLOYMENT

I am reaffirming our policy of providing equal employment opportunity / affirmative action to all employees and applicants for employment. All personnel actions will continue to be administered without regard to race, color, gender, religion, national origin or citizenship status, age, disability, status as qualified disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, and Armed Forces service medal veterans, per applicable law. We will continue implementation of the following practices:

1. Qualified applicants will be recruited and hired without regard to race, color, gender, religion, national origin or citizenship status, age, disability, status as qualified disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, and Armed Forces service medal veterans, as well as, all other protected classifications.
2. All personnel actions will be administered according to our Equal Employment Opportunity / Affirmative Action policy, including but not limited to, employment, upgrading, demotion, transfer, layoff, termination, rates of pay, selection for training, part time employment, including social and recreational programs.
3. All personnel practices and policies will continue to be reviewed on a regular basis to ensure that they satisfy our Equal Employment Opportunity / Affirmative Action responsibilities. This includes periodic reports as required.

Comscore Responsibilities

We maintain and update annually written affirmative action programs for minorities and women, disabled individuals, and qualified veteran categories. In addition, it will continue to be our policy to employ and advance in employment qualified individuals, including all protected classes as set forth herein.

In addition, employees and applicants for employment will not be subject to harassment, intimidation, threats, coercion or prohibited employment discrimination because they have engaged in or may engage in any of the following activities:

- (1) Filing a complaint.
- (2) Assisting or participating in an investigation, compliance review, hearing, or any other activity related to Section 503 of the Rehabilitation Act of 1973, as amended, Section 402 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended, the Veterans Employment Opportunities Act of 1998 or any other Federal, State, or local requiring equal opportunity for disabled individuals.
- (3) Opposing any act or practice made unlawful by Section 503 of the Rehabilitation Act of 1973, as amended, Section 402 of the Vietnam Era Veteran's Readjustment Assistance Act of

1974, as amended, the Veterans Employment Opportunities Act of 1998 or any other Federal, State, or local law requiring equal opportunity for disabled individuals.

(4) Exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, Section 402 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended, the Veterans Employment Opportunities Act of 1998 or their implementing regulations.

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Sara Dunn	Chief People and Compliance Officer	(703) 376-6668

Employees and others may also anonymously report suspected wrongdoing via secure web for at <https://secure.ethicspoint.com/domain/media/en/gui/22840/index.html>, via phone by calling the Company's confidential and anonymous hotline at 1-888-288-1834.