

## J2 Global, Inc.

### Equal Employment Opportunity Policy

It is the Company's policy to comply with all applicable equal employment opportunity laws by making all employment decisions without unlawful regard or consideration of any individual's race, color, religious creed, sex, sexual orientation, gender identity or expression, age, national origin, ancestry, citizenship, physical or mental disability, medical condition, marital/domestic partner or military/veteran status, pregnancy, genetic information or characteristics (or those of a family member) or any other basis protected by applicable federal, state or local law. Company policy prohibits unlawful discrimination based on any of these impermissible bases.

Religious discrimination includes failing to reasonably accommodate an individual's religious practices where the accommodation does not impose undue hardship on the Company. It is the responsibility of every applicant or employee to make his/her need for reasonable accommodation due to his/her religious practices known to the Company by submitting a written request for accommodation to Human Resources in advance so that appropriate scheduling arrangements can be made.

It is the responsibility of every employee, independent contractor and consultant to ensure that discrimination on any of these impermissible bases does not occur in the workplace. The Vice President of Administration and Human Resources is responsible for the implementation of this policy. Any questions or concerns regarding this policy should be directed to him/her.

**Disabilities.** As part of its policy to comply with all applicable equal employment opportunities laws, the Company not only prohibits discrimination in employment against otherwise qualified applicants and employees on account of a physical or mental disability, but also prohibits discrimination based on a perception of, or association with, a person with such a disability. In addition, the Company will provide reasonable accommodation to individuals with a known physical or mental disability if such accommodation would not impose an undue hardship on the Company, and would enable the individual to apply for, or perform the essential job functions for, the position in question.

It is the responsibility of every applicant or employee with a physical or mental disability to make his/her need for reasonable accommodation known to the Company by submitting a written request for accommodation to Human Resources.