

EQUAL OPPORTUNITY EMPLOYMENT POLICY

The Company values a diverse workforce. The Company's vision for diversity and inclusion is to leverage the unique talents, strengths, and assets of our employees in order to provide the world's best quick service restaurant experience. We continuously strive to maintain an environment in which every employee feels accepted, rewarded, and valued as an integral part of the team. The Company is an equal opportunity employer and complies with all applicable federal, state and local fair employment practices laws. This policy ensures a practice of equal employment opportunity regardless of race (including traits historically associated with race, including but not limited to, hair texture and protective hairstyles), color, religion, creed, national origin or ancestry, ethnicity, familial status, marital status, domestic violence status, sex, sexual orientation, gender (including gender identity, gender nonconformity, gender expression, and status as a transgender or transsexual individual), pregnancy, childbirth, or related medical conditions, age, physical or mental disability, citizenship, past, current or prospective service in the uniformed services, pre-disposing genetic characteristic, genetic information, lawful source of income, an employee or their dependent's reproductive health decision making (including but not limited to the decision to use or access a particular drug, device or medical service) or any other characteristic protected under applicable federal, New York or local law.

POLICY REGARDING DISABILITY ACCOMMODATIONS INCLUDING PREGNANCY AND MEDICAL CONDITIONS RELATED TO PREGNANCY AND CHILDBIRTH

The Company makes every effort to ensure that qualified individuals with a disability, including pregnancy, or a medical condition related to pregnancy or childbirth, are not discriminated against with respect to the terms, conditions, or privileges of employment. The Company complies with the Americans with Disabilities Act (ADA), as amended by the ADA Amendments Act, New York State Human Rights Act (NYSHRL) and all applicable federal, state or local law. Under certain circumstances, these laws require employers to provide reasonable accommodations to qualified individuals with disabilities in various aspects of their employment.

Any employee or applicant who requires an accommodation to perform the essential functions of the job should contact the Store Manager, Supervisor, or Owner/Operator and request an accommodation. Once the Company is aware of the request for an accommodation, the Company will engage in an interactive process and a cooperative dialogue to identify possible accommodations that will enable the applicant or employee to perform the essential functions of the job. The Company will determine what limitation(s) may prevent the employee from performing the job, and identify possible accommodations that may resolve the limitation(s), seeking to find accommodations that are reasonable and do not impose undue hardship on the Company and do not present a possible direct threat to the health or safety of others in the workplace or to the individual. The interactive process and cooperative dialogue described in this policy is a collaborative process. An employee seeking an accommodation shall cooperate with the Company's requests in good faith.

Consistent with these requirements, the Company will reasonably accommodate qualified individuals with a disability including pregnancy or a medical condition related to pregnancy or childbirth if such accommodation would allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship. Examples of reasonable accommodation for pregnancy or childbirth include bathroom breaks, breaks for water intake, periodic rest for those who stand for long periods of time, and assistance with manual labor.

NON-DISCRIMINATION & HARASSMENT POLICY

Non-Discrimination Policy

The Company strictly prohibits and does not tolerate discrimination against employees, applicants, customers, suppliers, vendors, consultants, or any other persons because of race (including traits historically associated with race, including but not limited to, hair texture and protective hairstyles), color, religion, creed, national origin or ancestry, ethnicity, familial status, marital status, domestic violence status, sex, sexual orientation, gender (including gender identity, gender nonconformity, gender expression, and status as a transgender or transsexual individual), pregnancy, childbirth, or related medical conditions, age, physical or mental disability, citizenship, past, current or prospective service in the uniformed services, pre-disposing genetic characteristic, genetic information, lawful source of income, an employee or their dependent's reproductive or sexual health decision making (including but not limited to the decision to use or access a particular drug, device or medical service) or any other characteristic protected under applicable federal, New York or local law. All employees and representatives are prohibited from

engaging in unlawful discrimination. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, training, promotion, discipline, compensation, benefits and termination of employment.

Unlawful Harassment

The Company strictly prohibits and does not tolerate unlawful harassment against employees, applicants, customers, suppliers, vendors, consultants, or any other persons because of any of the protected categories mentioned above, or any other characteristic protected under applicable federal, state or local law. The Company's anti-harassment policy applies to the workplace and to employer-sponsored events.

Prohibited conduct includes, but is not limited to:

- Physical harassment (for example, assault or inappropriate physical contact).
- Verbal harassment (for example, epithets, derogatory statements, slurs, sexually-related comments or jokes, unwelcome sexual advances or requests for sexual favors).
- Non-verbal/visual harassment (for example, displaying sexually suggestive posters cartoons or drawings, sending inappropriate adult-themed gifts, leering or making sexual gestures).

All Company employees, other workers and representatives, including vendors, customers, and other restaurant visitors are prohibited from harassing employees based on that individual's sex, or gender (including pregnancy and status as a transgender or transsexual individual) and regardless of the harasser's sex or gender. For further information, see our detailed sexual harassment policy below.

Complaint Procedure

The Company is committed to enforcing these policies. However, the effectiveness of our efforts depends largely on individuals telling us about inappropriate workplace conduct. If you feel as though you have been subjected to any conduct that you believe violates these non-discrimination, harassment, or retaliation policies, you must promptly contact your restaurant's General Manager, or if you feel uncomfortable doing so, your Area Supervisor Joann Everling at [607-222-0568], or Owner-Operator Kris Sexton at [607-621-9261] as soon as possible after the offending conduct. If you have not received a satisfactory response after reporting any incident of what you perceive to be discriminatory conduct, please immediately contact the Owner-Operator at [607-621-9261]. These individuals will ensure that a prompt and thorough investigation is conducted. In addition, these individuals will promptly and thoroughly investigate any complaint by an applicant, customer, vendor or any other person.

Your complaint should be as detailed as possible, including the names of all individuals involved and any witnesses. The Company will investigate the facts and circumstances of all claims of perceived discrimination, harassment or retaliation and will take prompt corrective action, if appropriate. Complaint forms can be obtained from GM's office and a copy is in your crew room.

No Retaliation

The Company strictly prohibits and does not tolerate unlawful retaliation against any employee by any employee. All forms of unlawful retaliation are prohibited, including any form of discipline, reprisal, intimidation or other form of retaliation for participating in any activity protected by law. Examples of protected activities include:

- Lodging a good faith internal complaint (written or oral) with human resources or management specifically opposing unlawful discrimination or harassment, or complaining about violations of wage and hour law (for example, if an employee believes he has been sexually harassed or not paid overtime he is owed).
- Filing a good faith complaint of unlawful discrimination or harassment with the US Equal Employment Opportunity Commission (EEOC) or any similar state or local agency, or in court.
- Participating in The Company's internal investigation into allegations of discrimination or harassment.
- Supporting another employee's internal or administrative complaint of unlawful discrimination or harassment (by, for example, testifying or providing an affidavit in support of a co-worker who has filed a discrimination complaint with the EEOC).
- Requesting an accommodation under the Americans with Disabilities Act or state anti-discrimination statutes.
- Requesting or taking leave under the Family and Medical Leave Act, New York Paid Family Leave Benefits Law, or filing workers compensation claims.

The examples above are illustrative only, and not exhaustive. No form of retaliation for any protected activity will be tolerated.

Zero Tolerance

Any employee, regardless of position or title, whom The Company determines has engaged in discriminatory, harassing, or retaliatory conduct in violation of this policy, will be subject to discipline, up to and including termination of employment.

Zero Tolerance Policy Regarding Employee Treatment Of Customers, Suppliers And Vendors

Our employees are prohibited from discriminating against or harassing customers, suppliers and vendors, based on race, color, sex, religion, national origin, age, disability, sexual orientation, or any other unlawful reason, both during work-related activities and at company-sponsored training or functions. Management employees who witness or receive reports of discriminatory or harassing behavior are required to take appropriate action, including immediately reporting such behavior to his or her Supervisor, the Human Resource representative or directly to the Owner/Operator. Any employee who receives a complaint of discrimination from a customer, supplier or vendor must bring the complaint to the attention of his/her manager immediately. These individuals will ensure that a prompt and thorough investigation is conducted.

REPRODUCTIVE HEALTH DECISION MAKING

All employees have the right to be free of discrimination or retaliation based on the employee's or the employee's dependent's reproductive health decision making, which includes, but is not limited to, the decision to use or access a particular drug, device, or medical service. Pursuant to New York Law Labor Law, Section 203-e, the Company will not:

- Access an employee's personal information regarding the employee's (or the employee's dependent's) reproductive health decisions, without the employee's prior informed affirmative written consent;
- Discriminate or take any retaliatory personnel action against an employee with respect to compensation, terms, conditions or privileges of employment because of or based on the employee's (or the employee's dependent's) reproductive health decisions; or
- Require an employee to sign a waiver or other document that purports to deny employees the right to make their own reproductive health care decisions.

An employee who believes his or her rights under the law have been violated, should follow the complaint procedures detailed in the Company's Non-Discrimination policy. The law also permits the employee to bring a civil action in any court of competent jurisdiction. Remedies include, but are not limited to, back pay, benefits, and reasonable attorneys' fees and costs, as well as injunctive relief and/or reinstatement. Additionally, a court may award liquidated damages unless an employer proves a good faith basis to believe that its actions were in compliance with the law.

The law also provides for an additional award of civil penalties against any employer that retaliates against an employee for bringing a complaint under the law. Retaliation is defined as discharging, suspending, demoting, or otherwise penalizing an employee for making or threatening to make a complaint to an employer, a co-worker, or to a public body or for instituting a proceeding, providing information to or testifying before any public body conducting an investigation, hearing or inquiry into any such violation."