



Gail Boudreaux
President and CEO
Anthem, Inc.
120 Monument Circle
Indianapolis, IN 46204

January 2018

Equal Employment Opportunity (EEO) Policy Statement

Dear Current and Prospective Associates:

I would like to take this opportunity to reaffirm Anthem, Inc.'s commitment to equal employment opportunity and affirmative action. It is the purpose of this policy to ensure equal opportunity considerations are an inherent part of all decisions that affect associates.

Anthem will recruit, hire, train and promote persons in all job titles without regard to age, color, disability, gender (including gender identity), marital status, national origin, race, religion, sex, sexual orientation, veteran status, or other status protected by applicable law. In addition, all personnel actions such as compensation, promotion, demotion, benefits, transfers, staff reductions, terminations, reinstatement and rehire, company-sponsored training, education and tuition assistance, and social and recreational programs will be administered in accordance with the principles of equal employment opportunity.

In keeping with these principles, Anthem is committed to providing all employees with a work environment that is free from all forms of harassment based on age, color, disability, gender (including gender identity), marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other characteristic protected by applicable law. Anthem is committed to providing reasonable accommodations to qualified individuals with disabilities who can perform the essential functions of the job they hold or desire, with or without a reasonable accommodation.

All associates and applicants are invited to self-identify their veteran and disability status. The self-identification process is completely voluntary. All information will be confidentially maintained in accordance with legal requirements and will not subject you to any adverse action.

Anthem takes affirmative action to ensure equal employment opportunity for women, minorities, individuals with disabilities, and covered veterans. Each facility's Affirmative Action Program and associate has an EEO Business Partner who is responsible for compliance with applicable regulations regarding affirmative action. In addition, the EEO Director, Robert Brown has primary responsibility for coordinating and managing the success of the EEO & Affirmative Action Programs; the Director or a compliance team member can be reached at Anthem Inc., 120 Monument Circle, Indianapolis, Indiana, 46204. A facility's Affirmative Action Program may be requested for review Monday through Friday during normal working hours (generally 8:00am-5:00pm) by contacting the local EEO Business Partner.

All associates are responsible for compliance with this policy to ensure a working environment free from discrimination and harassment. Members of management have a responsibility to prevent conduct inconsistent with this policy, to properly handle any known or reported violations, and to implement affirmative action programs within their areas of responsibility.

This policy statement embraces our vision to be America's valued health partner and our core values: Accountable, Caring, Easy-to-Do Business With, Innovative and Trustworthy.

Sincerely,

A handwritten signature in blue ink that reads "Gail K. Boudreaux".

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