

**Policy Statement for
Protected Veterans and Individuals with Disabilities**

41 C.F.R. §60-300.44(a); 41 C.F.R. 60-741.44(a)

It is the policy of Southern California Edison (SCE) and my commitment that equal employment and advancement opportunities are provided to all persons regardless of race, religion, color, national origin, sex, age, protected veteran and individuals with disabilities. This commitment applies at all levels of employment, including the executive level. SCE does not and will not discriminate against any applicant or employee, to any position for which the applicant or employee is qualified. Such affirmative action shall apply to all employment practices, including:

- hiring
- upgrading
- demotion or transfer
- recruitment
- recruitment advertising
- layoff or termination
- rates of pay or other forms of compensation, and
- selection for training, including apprenticeship and on-the-job training.

Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. SCE will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and protected veterans.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws, including the following activities:

(1) Filing a complaint;

(2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), or any other

Federal, state or local law requiring equal opportunity for protected veterans, or Section 503 of the Rehabilitation Act of 1973 (Section 503), or any other Federal, State or local law requiring equal opportunity for individuals with disabilities;

(3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other Federal, state or local law requiring equal opportunity for protected veterans, or Section 503 or its implementing regulations or any other Federal, State or local law requiring equal opportunity for individuals with disabilities; or

(4) Exercising any other right protected by VEVRAA or section 503 or their implementing regulations.

SCE's equal employment opportunity and affirmative action policy obligations include the full support from Edison International Chairman, President and Chief Executive Officer, Ted Craver.

SCE will continually design and implement audit and reporting systems that will measure the effectiveness and the compliance of the Affirmative Action Policy, identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in company-sponsored activities were extended to all employees and applicants.

If you have any questions regarding our equal employment opportunity, harassment policies or the complaint procedure, you may contact your Human Resource representative. Parts of the affirmative action plan may be reviewed, as appropriate, by making an appointment with a representative from Diversity and Inclusion.



Ronald L. Litzinger
President
Southern California Edison