

A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

Dick Robinson, President

For almost 100 years Scholastic Corp. has been committed to equal opportunity in education and employment. We have designed educational materials to reach young people of all learning levels, social and economic backgrounds, races, and religions.

Today, more than ever, we are working to achieve better opportunities in education for all children; our publications specifically reflect that commitment. Scholastic can attribute its success to the fact that our magazines, children's books, textbooks, videos, software, and other materials serve a diverse population. Scholastic employees must reflect our philosophy of treating all people equally, including the diverse population we serve, in the materials we create, in the service we provide, in our personnel policies, and in our relations with one another. In addition, to achieve our goal of attaining the best possible staff, it is imperative that we actively seek out the best employees available; therefore, we need to look for people from every part of society and not shut our talent and ability that is abundantly available in people of all colors, ages, and cultures. Equal opportunity is a practice and belief both ethically right for us as individuals and part of our business philosophy in terms of our mission to serve schools and our society. Our Affirmative Action Program outlines positive steps toward achieving a more diverse workforce.

Scholastic is an Equal Opportunity Employer. Our policy is clear: there shall be no discrimination on the basis of race, religion, color, sex, pregnancy, national origin, marital status, sexual orientation, gender identity or expression, age, non-disqualifying physical or mental disability, or status as a disabled veteran or Vietnam veteran.

Those factors shall not influence the determination of qualifications for a job or other opportunity within the company. Further, all personnel actions (such as compensation, tuition aid, benefits, transfers, promotions, and dismissals, company-sponsored training, social and recreational programs) shall be administered without discrimination and will be effectively open and available to all.

Scholastic has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

- a. Persons are recruited, hired, assigned and promoted without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.

- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

I have appointed Lindsey Cotter, SVP Human Resources, to take on the responsibilities of EEO Coordinator. The EEO Coordinator will be responsible for the day to day implementation and monitoring of the Company's Affirmative Action Plan. As part of that responsibility, the EEO Coordinator will periodically analyze the Company's personnel actions and their effects to ensure compliance with our equal employment policy and administer the audit and reporting system.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of the Affirmative Action Plan, please contact Lindsey Cotter during regular business hours. This is also a reminder that employees may update their disability status at any time by contacting Lindsey Cotter.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all of the Company's personnel to attain our objective of equal employment opportunity for all, as well as ensuring that the educational materials we create show that commitment.

Sincerely,



Dick Robinson
President