



THE CHAIRMAN

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

As we work toward accomplishing our mission of protecting investors, maintaining fair, orderly, and efficient markets, and facilitating capital formation, we must also cultivate a work environment that fully engages every individual to accomplish our mission to the best of their ability. To this end, the SEC supports equal employment opportunity (EEO) for all employees and applicants for employment, regardless of their race, color, national origin, sex (including pregnancy and childbirth), gender identity, sexual orientation, religion, age (40 years or more), genetic information and disability. As required by law, all employees and applicants for employment must be able to oppose discriminatory employment practices and participate in the EEO process without fear of retaliation.

Equal employment opportunity principles govern all aspects of the SEC's personnel policies, practices, and procedures. These include, but are not limited to: recruitment, hiring, promotions, separations, performance evaluations, training and career development, assignment of duties, details, reassignments, compensation, awards, and benefits.

All of us play a critical role in maintaining a work environment of mutual respect and adherence to equal employment opportunity at the SEC. Managers and supervisors are required to fully participate in inquiries into allegations of discrimination, harassment and/or retaliation. Further information on EEO rights and responsibilities can be obtained from the Office of EEO at: 202-551-6040, or by visiting the Office of EEO's webpage on the Insider.

I trust that all of us will continue to share the responsibility of promoting equal employment opportunity to further support our important mission.

Mary L. Schapiro

Mary L. Schapiro, Chairman

June 11, 2012

Date