

EQUAL EMPLOYMENT OPPORTUNITY AFFIRMATIVE ACTION POLICY

Gogo is an equal opportunity employer. Gogo provides equal employment opportunities to qualified employees and applicants without regard to race; sex (including sexual orientation, gender identity, gender expression, pregnancy/childbirth and related medical conditions); age; national origin; ancestry; color; religion; disability; AIDS, HIV or Hepatitis C infection; genetic information; military or veteran status; military discharge status; citizenship status; family/marital status; status as a victim of domestic violence, assault or stalking; order of protection status; housing status; arrest record; political activities or affiliations; or any other category protected under applicable federal, state or local law. This policy applies to all phases of employment, including but not limited to, recruiting, hiring, training, promotion, compensation and termination of employment.

Gogo is committed to take affirmative action to employ and advance employment of protected veterans and individuals with disabilities. If you would like to review Gogo's affirmative action plan for protected veterans and individuals with disabilities, please submit a written request to HrHelpDesk@gogoair.com to arrange a time and place to review these affirmative action plans.

Gogo prohibits harassment of any individual on the basis of any protected status, including disability or protected veteran status. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities including:

1. Filing a complaint of harassment or discrimination based upon a protected status;
2. Assisting or participating in an investigation, compliance evaluation, hearing or other activity related to the administration of any federal, state or local equal employment opportunity or affirmative action statute;
3. Opposing any act or practice made unlawful by federal, state or local law requiring equal employment opportunity or affirmative action; or
4. Exercising any other employment right protected by federal, state or local law or its implementing regulations.

Applicants with questions or complaints about any type of employment-related discrimination or harassment are encouraged to contact HrHelpDesk@gogoair.com.

Gogo's EEO policy and its affirmative action programs receive the full and complete support of Gogo, including its Chief Executive Officer. Overall responsibility for the implementation of Gogo's equal employment opportunity and affirmative action compliance programs is assigned to Gogo's Human Resources Department.