

# EEO Policy Statement 2024

TO: All Nelnet Associates and Applicants  
FROM: Jeffrey Noordhoek, CEO  
DATE: January 1, 2024

It is Nelnet's policy to provide equal opportunity in employment to all associates and applicants. No person shall be discriminated against in any condition of employment because of race, color, national origin, sex, sexual orientation, gender identity, religion, age, genetic information, disability, veteran status, or any other status protected by applicable law.

The policy of equal employment opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement. Nelnet is committed to making employment decisions based on valid requirements, without regard to race, color, national origin, sex, sexual orientation, gender identity, religion, age, genetic information, disability, veteran status, or any other status protected by applicable law. Nelnet will analyze its personnel actions rigorously to ensure compliance with this policy.

Nelnet will not discharge or in any manner discriminate against associates or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another associate or applicant. However, associates who have access to the compensation information of other associates or applicants as part of their essential job functions, cannot disclose the pay of other associates or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)

Nelnet's EEO Coordinator is Christine Polak, Director, People Services in Lincoln, NE, (303) 696-3657. She is responsible for compliance with state and federal EEO laws and affirmative action regulations. She is also responsible for implementing Nelnet's Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact her. Our AAP regarding Veterans and the Disabled is available during regular business hours or by appointment. All associates and applicants for employment are protected by both company policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of equal employment opportunity and ask for your continued assistance and support in maintaining an environment that reflects Nelnet's commitment to equal and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

A handwritten signature in blue ink that reads 'Jeffrey R. Noordhoek'. Below the signature is a horizontal line.

Jeffrey Noordhoek, CEO