

Policy Number: **C-26-1A**
Original Issue Date: **01/01/2009**
Revision Date: **02/23/2015**

AFFIRMATIVE ACTION PROGRAM – APRIA

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Apria Healthcare's Chief Executive Officer, Daniel J. Starck, has established the Company's policy on equal opportunity/affirmative action as follows:

It is the policy of Apria Healthcare Group Inc. (the "Company") not to discriminate against any employee or applicant for employment because of his or her age, race, color, national origin, religion, sex, pregnancy, genetic information, sexual orientation, transgender status, marital status, or because he or she is an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as 'protected veterans'. It is also the policy of Apria Healthcare Group Inc. to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation and selection for training, at all levels of employment.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination for engaging in legally protected activity, including but not limited to: 1) Filing a complaint; 2) Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503") or any federal, state or local law requiring equal employment opportunity for individuals with disabilities; 3) Opposing any act or practice made unlawful by Section 503 or its implementing regulations in this part or any other federal, state, or local law requiring equal opportunity for disabled persons; or 4) Exercising any other right protected by Section 503 or its implementing regulations in this part.

While the spirit of equal opportunity has always been an integral part of the Company's operations, we recognize that specific and proactive measures must be taken to assist us in developing a diverse staff. The Company is proactive in practicing Affirmative Action and, therefore, strives to attract personnel into all areas of the Company regardless of their immutable personal characteristics. When requested, the Company also explores whether reasonable accommodation can be provided to qualified individuals with disabilities. We have designed and are implementing specific steps to achieve our goals.

In furtherance of Apria Healthcare Group Inc.'s commitment to equal employment opportunity, Apria Healthcare Group Inc. has developed Affirmative Action Programs that set forth practices and procedures designed to ensure that the Company's policy of nondiscrimination for qualified individuals with disabilities, qualified protected veterans, minorities, and women, is accomplished. The Company's Affirmative Action Programs are available for inspection by any employee or applicant for employment, upon request to the Corporate Human Resources Department between the hours of 8 AM-5 PM (Pacific Time).

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As Chief Executive Officer, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected Nadine Edwards as the EEO Coordinator for Apria Healthcare Group Inc. One of the EEO Coordinator's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Apria Healthcare Group Inc.'s equal employment opportunity and affirmative action programs.

Although the Corporate EEO Coordinator has the primary responsibility for enforcing this policy, it is necessary for management and all employees to assist in this effort for maximum effectiveness. A successful equal opportunity/affirmative action program is not only a business necessity, it is necessary for present and future employees to realize their maximum individual potential.

Any questions about the Company's policies, practices and procedures relating to equal employment opportunity should be directed me, your supervisor, or Nadine Edwards, Corporate EEO Coordinator.

Daniel J. Starck
Chief Executive Officer