

## American Electric Power Policy Prohibiting Harassment

For many years our company has had a written policy on Equal Employment Opportunity. This policy addresses the company's position regarding all aspects of the work relationship. Our company is committed to ensuring an environment that is fair and respectful to all individuals, employees and non-employees alike, regardless of sex, race, color, religion, national origin, age, disability, veteran status, sexual orientation or gender identity.

Our company always has been and will continue to be committed to providing a work environment that is free of intimidation and harassment. Abuse of the dignity of anyone through derogatory comments or objectionable conduct, not only is offensive employee behavior, but is a violation of company policy and will not be tolerated.

If you believe that you have been subjected to harassment of any kind, promptly report the incident either to your immediate supervisor or to their local Human Resources representative or the Ethics and Compliance department. Management will then thoroughly and impartially investigate the complaint. The complaint and information discussed during the investigative process will be confidentially maintained to the extent practical. You will not be retaliated against because you have either reported harassment or participated in the investigative process. Where the complaint is determined to be valid, immediate corrective action will be taken, which can include the imposition of discipline upon the employee or employees who have caused the harassment.

It is the responsibility of each of us to establish and maintain a work environment free of any form of harassment.

January 2, 2018

Date



Chairman, President & Chief Executive Officer