

America Electric Power

Statement of Policy on Equal Employment

It is hereby reaffirmed that it is the policy of American Electric Power (AEP) to provide Equal Employment Opportunity in all aspects of the employer-employee relationship including recruiting, hiring, upgrading and promotion, conditions and privileges of employment, company sponsored training programs, educational assistance, social and recreational programs, compensation, benefits, transfers, discipline, layoffs and termination of employment to all employees and applicants without discrimination because of race, color, religion, sex, age, national origin, ancestry, veteran or military status, disability, genetic information, sexual orientation, gender identity, or any other basis prohibited by applicable law.

As Chairman, President & Chief Executive Officer of American Electric Power, I am committed to the principles of Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity throughout all levels of the Company, I have selected Karen Ashley, American Electric Power's Chief Diversity & Inclusion Officer, as the Equal Employment Opportunity Officer.

This policy is made available to employees, applicants, and recruitment sources. The Company will utilize recruitment sources that have a policy of referring applicants on a nondiscriminatory basis. The Company will maintain a broad recruitment base to assure a representative cross-section of applicants. The Company will actively seek to advance female and minority applications for hire and employees for promotion into positions that have few female and/or minority persons.

In furtherance of AEP's policy regarding Affirmative Action and Equal Employment Opportunity, AEP has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that AEP is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. Each Company establishment has its own Affirmative Action Plan and portions of it are available in the Human Resources office for inspection by any employee or applicant for employment upon request, during normal business hours.

January 1, 2020

Date



Chairman, President & Chief Executive Officer