

**ALASKA COMMUNICATIONS SYSTEMS
EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION**

It is the policy of Alaska Communications Systems (ACS) to employ qualified individuals and to provide equal employment opportunity (EEO) for all applicants and employees. This policy applies to recruitment, hiring, training, promotion, and other terms and conditions of employment. It will be administered without regard to race, color, religion, creed, national origin, age, gender (or gender identification or expression); sexual orientation; mental or physical disability, except where disability is a *bona fide* occupational disqualification; marital status, change in marital status, parenthood, pregnancy, or family relationship; status as a disabled veteran, or a veteran of the Vietnam Era; or any other impermissible characteristic as defined by law.

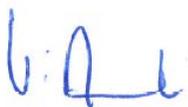
It is also the policy of Alaska Communications Systems to comply voluntarily with the concepts and practices of affirmative action. The EEO Coordinator has been given the responsibility for administering the Company's affirmative action program. Compliance with individual affirmative action programs is monitored and periodic reports are provided to senior management. Specific affirmative action plans are revised and distributed annually to all managers and supervisors at each Division/Company with 50 or more employees. Employees are encouraged to contact their supervisor to review the plan for their area. All executives, managers, and supervisors are accountable for assuring that the goals of the program are attained.

Accordingly, employment decisions shall be consistent with the principles of EEO. Selection decisions will rely on valid qualifications. Other personnel actions or programs such as, but not limited to, compensation, benefits, transfers, layoffs, returns from layoff, company sponsored training, education, tuition assistance, social, and recreational programs will be administered in a nondiscriminatory manner.

An employee who believes that he or she (or a coworker) may not have been provided equal employment opportunity or may have been the subject of unlawful discrimination or believes he or she may have witnessed some violation of this policy should promptly report the facts to his or her supervisor. An employee who is not comfortable discussing the matter with his or her supervisor may report it directly to Human Resources, Corporate Employee Relations, or to the Company's EEO Coordinator. The EEO Coordinator or designee may be contacted at (907) 564-1473. Human Resources will ensure that all claims are investigated promptly and that appropriate corrective action is taken. Any supervisor or other employee, who after appropriate investigation, is found to have engaged in unlawful discrimination, will be subject to appropriate sanctions, which may, depending upon the circumstances, include termination.

Employees who report possible incidents of unlawful discrimination or Equal Employment Opportunity violations will be treated courteously and all such reports will be swiftly and thoroughly investigated in as confidential a manner as is possible under the circumstances. No employee will be discriminated or retaliated against in any way for bringing a question or complaint to the Company's attention.

Alaska Communications Systems is committed to a policy of equal employment opportunity and affirmative action. The Company believes that such a policy is a proper concern of business and we encourage each employee to sincerely support this policy. For further information, you may contact the EEO Coordinator at (907) 564-1473.



Anand Vadapalli
CEO & President
Alaska Communications Systems

June 8, 2015

Date