

April 8, 2015

## EQUAL EMPLOYMENT OPPORTUNITY

To All New York Employees:

Each company in the National Fuel System has maintained a commitment to ensure equal employment opportunity. For this reason, we have set forth our corporate policy regarding equal employment opportunities throughout the National Fuel System of Companies.

We at National Fuel will recruit, select, train, promote, transfer and release persons without regard to age, race, creed or religion, color, national origin, sexual orientation, gender identity, military or veteran status, sex or gender (including pregnancy, childbirth or related conditions), disability, predisposing genetic characteristics, marital status, or domestic violence victim status, while also providing equal employment opportunities through our Affirmative Action Policy for Qualified Individuals with Disabilities and Protected Veterans. In addition, National Fuel will ensure that all other personnel actions such as compensation, benefits, layoff, return from layoff, company-sponsored training, education, tuition assistance, and social and recreational programs are administered without regard to the protected characteristics listed above or any other category protected by applicable federal, state or local law.

If you feel you are being denied an equal employment opportunity, please contact Amy L. Shiley, General Manager, Human Resources Department (ext. 7150). Ms. Shiley will initiate and follow up on the investigation of your complaint. She will also notify you of the resolution of the complaint. Please be assured that no retaliatory action will be taken against any employee who files a complaint in good faith.

National Fuel is committed to making a good faith effort to provide for reasonable accommodation to the known physical or mental limitations of qualified individuals with disabilities, unless such accommodation would impose an undue hardship on the conduct of its business. National Fuel also commits to engaging in an interactive process with the person requesting the accommodation (or their representative), as needed, to determine an appropriate accommodation. Please contact the Human Resources Department (ext. 7099) to request additional information on the accommodation process.

Your continued cooperation in carrying out this policy is essential to ensure that equal opportunity is a reality for all employees of the companies in the National Fuel System.

Sincerely,



R. J. Tanski  
Chief Executive Officer  
National Fuel Gas Company

New York