

POLICY WITH RESPECT TO DISCRIMINATION AND HARASSMENT

A. Equal Employment Opportunity Workplace

McLemore provides equal employment opportunity to all employees and applicants for employment without regard to race, color, creed, religion, sex, national origin, age, disability, genetic information, veteran status or any other legally-protected category. This equal-opportunity policy applies to all aspects of application for employment and the employment relationship.

B. Harassment-Free / Discrimination-Free Workplace and Club

As an equal opportunity employer, McLemore strives to provide a hospitable, cooperative and non-coercive work environment free from discrimination and harassment for all employees and members. As a result, harassment on the basis of race, color, creed, religion, sex, national origin, age, disability, genetic information, veteran status or any other legally-protected category will not be tolerated and will be treated as a disciplinary matter.

Harassment generally includes actions or words of a severe or pervasive nature that create an intimidating, hostile or offensive environment. Prohibited harassing conduct includes, but is not limited to:

1. Sexual propositions;
2. Requests for sexual favors;
3. Unwelcome or offensive touching;
4. Oral or written abuse of a sexual nature or based on another legally-protected category of an individual;
5. Degrading or sexually-charged commentaries regarding an individual's body, gender or other legally-protected category;
6. Creation, display or forwarding of sexually suggestive or other offensive objects, jokes or pictures; or
7. Jokes, slurs or innuendos about an individual's age, race, disability or any other protected class.

Such prohibited harassing conduct is contrary to McLemore's mission, and employees or members who engage in harassment will be subject to appropriate discipline, up to and including discharge.

C. Handling Harassment Complaints

McLemore encourages all employees or members who believe they have been subjected to harassment, or who have witnessed or otherwise become aware of any harassment, to report it immediately to the General Manager or other officer of the Club.

No employee or member will be penalized in any way for truthfully reporting a harassment problem. Do not assume McLemore is aware of your problem; complaints and concerns should be brought to the General Manager's attention immediately. Confidentiality will be respected regarding all such reports to the fullest extent possible.

If any report of harassment has not been resolved to the reporting employee or member's satisfaction, the employee or member should promptly contact a member of the McLemore management team.

D. Anti-Retaliation Policy

No employee or member will be retaliated against for complaining about discrimination or harassment or for participating in an investigation of discrimination or harassment in good faith. Employees and members can raise concerns and make reports without fear of reprisal. Retaliation prohibited by this policy includes, without limitation, intimidation, threats, harassment or any other act that would discourage a reasonable employee or member from:

1. Reporting or filing an internal complaint of discrimination or harassment in good faith;
2. Participating in an investigation of a report or complaint of discrimination or harassment;
3. Engaging in protected "whistleblower" activity; or
4. Otherwise acting in accordance with McLemore policy.

Complaints of retaliation should be directed immediately either to your supervisor or any member of management.

Signature Page:

SCENIC LAND COMPANY, LLC BOARD MEMBER:

DocuSigned by:
 Signature: Matt Hullander
 Name: Matt Hullander
 Title: Partner
 Date: 1/30/2023

DocuSigned by:
 Signature: Daniel C. Kiley
 Name: Daniel C. Kiley
 Title: Chairman
 Date: 1/31/2023

DocuSigned by:
 Signature: John R. Berry
 Name: John Berry
 Title: Partner
 Date: 2/1/2023

DocuSigned by:
 Signature: Daryl P. Mann
 Name: Daryl P. Mann
 Title: Board of Directors Member
 Date: 2/1/2023

DocuSigned by:
 Signature: Thomas Lowe
 Name: Thomas Lowe
 Title: Board Member
 Date: 2/2/2023

DocuSigned by:
 Signature: M Ryan Crimmins
 Name: M Ryan Crimmins
 Title: X
 Date: 2/3/2023

DocuSigned by:
 Signature: William Duane Horton
 Name: Duane Horton
 Title: President
 Date: 2/6/2023