

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY

Our continued success depends on attracting, employing and retaining qualified associates. As part of pursuing this success, we will continue to direct our employment practices toward ensuring equal opportunity for all and that all matters related to recruiting, hiring, training, compensation, benefits, promotions, transfers, terminations and layoffs and recalls, as well as all company-sponsored social and recreational programs and all treatment on the job, will be free of unlawful discriminatory practices.

It is, and always has been, Guitar Center's policy to provide equal employment opportunity without regard to race, color, age, religion, gender, sexual orientation, gender identity, national origin, disability, veteran status or other legally protected status.

We are expanding this policy to now undertake affirmative action in an effort to work harder to find qualified associates and to comply with governmental affirmative action requirements. As we expand our business-to-business and institutional operations to include providing services as a government contractor, we are required to keep records, develop written affirmative action programs, submit governmental reports and otherwise document the results of our good faith efforts to ensure equality of employment opportunity at Guitar Center.

As Chief Executive Officer, I retain the overall responsibility for these important programs for women, minorities, individuals with disabilities, disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans and armed forces service medal veterans. The administration and implementation of these programs is the responsibility of the VP Human Resources & Diversity, the Equal Opportunity Officer. I ask that each manager and supervisor join me in full support of the principles of equal opportunity and affirmative action.

Under this policy, any person desiring to inspect or to voluntarily participate in Guitar Center's affirmative action plan for persons with disabilities or veterans by providing identifying information should contact the Human Resources office during normal business hours. Information provided by applicants or associates participating in the plans will be on a voluntary and confidential basis and refusal to submit information or participate in the plans will not result in detrimental treatment.

Guitar Center, Inc.

A handwritten signature in black ink that reads "Ron Japinga".

Ron Japinga
Chief Executive Officer

March 1, 2018