

EXHIBIT A



Equal Employment Opportunity Policy

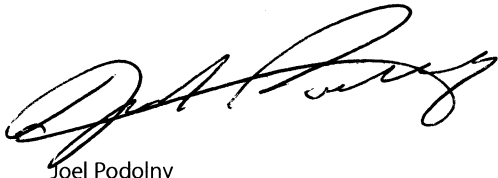
Apple is an equal opportunity employer and does not discriminate on the basis of race, color, creed, religion, sex, national origin, marital status, age, sexual orientation, gender identity characteristics or expression, physical or mental disability, pregnancy, medical condition, or U.S. military or veteran status in recruiting, hiring, training, and promoting. All other aspects of employment, such as compensation, benefits, transfers, terminations, training, and social and recreational programs shall continue to be administered so as to reflect the above policy. Certain states may cover additional groups and, in those states, Apple extends its EEO policy of nondiscrimination to those groups.

It is the responsibility of every employee to conform with this policy. This policy prohibits unlawful harassment of any kind, including sexual harassment, or harassment based on an individual's protected class. Furthermore, Apple will not retaliate against any employee for filing a complaint or participating in the investigation of any such complaint and will not tolerate retaliation by management, employees, or coworkers. Any employee who feels that he or she has been treated contrary to this policy, including any harassment by company personnel or work-related harassment by any other person, should contact any member of the Human Resources department, the Business Conduct Helpline (1-866-485-6789) or any manager, up to and including the CEO.

Any employee who, after an investigation, is found to have violated this policy will be subject to disciplinary action, up to and including termination of employment.

As the Vice President of Human Resources, I will also fulfill the role of Apple's EEO Officer. It is the responsibility of the EEO Officer to monitor Apple's Affirmative Action Program and to ensure Apple's continued commitment to equal employment opportunities, including Apple's policy prohibiting unlawful discrimination.

This is an ongoing policy and is in effect until further notice.

A handwritten signature in black ink, appearing to read 'Joel Podolny', is located below the main text block.

Joel Podolny

Vice President of Human Resources and Dean of Apple University

January 3, 2011