

Exhibit "A"

VISA, Inc.

Fair Employment Policies and Practices

Equal Employment Opportunity Policy Statement

Visa is strongly committed to equal opportunity and strives to fully comply with equal employment laws, ordinances and regulations for all applicants and employees. It is our policy to provide equal opportunity in all employment decisions including promoting, hiring, training, compensation, benefits, transfers, leaves of absence, terminations, layoffs, and recreational and social programs.

Visa prohibits discrimination on the basis of race, color, sex (including gender, childbirth and related medical conditions), sexual orientation, gender identity and/or expression, creed, religion, age, marital status, national origin, ancestry, pregnancy, medical condition, veteran status, citizenship, physical or mental disability and any other characteristic unrelated to job requirements protected by state or federal law or local ordinance.

We expect you to share our commitment to a workplace free of unlawful discrimination. Visa will not tolerate violations of this policy and will take appropriate disciplinary action — up to and including termination— against any employee who violates the policy.

Visa will not retaliate against an employee who in good faith reports discrimination and we will not knowingly permit retaliation by any fellow employee or supervisor. We will take appropriate action to reasonably deter, redress and prevent any future unlawful discrimination.

If you think you have been unlawfully discriminated against or harassed, notify your manager or HR Business Partner. See the Workplace Harassment Prevention Policy for more information. Visa will investigate and take appropriate action to stop and prevent violations of this policy. Visa will strive to protect the privacy and confidentiality of all parties involved to the extent possible, consistent with a thorough investigation.