

**DATE:** April 2023  
**TO:** All Employees and Applicants  
**FROM:** Bryce Kristo, President and CEO  
**SUBJECT:** Reaffirmation of EEO Policy

You are our most important asset. Our continued success and development depends on the full and effective use of all our skills and talents to their fullest extent. Our organization has an obligation to hire and develop the best people we can find based on job-related qualifications and irrespective of race, religion, color, national origin, sex, sexual orientation, gender identity, age, disability, or veteran status. Any employment or personnel practice which injures some of our employees or applicants, however unintentional, injures us all.

Our organization is committed to the principles of Equal Employment Opportunity and Affirmative Action. It is the obligation of each officer, manager, and supervisor to ensure all employment activities are conducted in an equal and equitable fashion, without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, disability, or veteran status. Such activities include, but are not limited to: hiring, promotion, demotion, transfer, recruitment, advertising, layoff, discharge, rate of pay, and selection for training.

We will be measuring ourselves against specific objectives that will continue to move our organization toward full and equal participation of all employees in the numerous opportunities available here. Periodic analysis will ensure our progress towards these goals.



Bryce Kristo  
President and CEO

