

MOUNTAIN VIEW ELECTRIC ASSOCIATION, INC.

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

TO: All Employees and Applicants
FROM: Ruth Marks, CEO
DATE: March 15, 2023

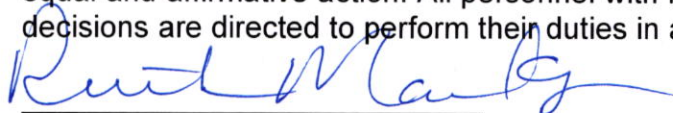
It is the ongoing policy and practice of Mountain View Electric Association, Inc. (MVEA) to provide equal employment opportunity and prevent unlawful harassment for all employees and applicants. No person shall be discriminated against in any condition of employment on the basis of age 40 and over, sex, color, religion, national origin, disability, genetic information, sexual orientation, gender identity, gender expression, military or veteran status, or any other applicable status protected by federal, state, or local law. This prohibition includes unlawful harassment based on any of these protected classes.

The policy of Equal Employment Opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement. MVEA is committed to making employment decisions based on valid requirements, without regard to any applicable status protected by state or local law.

MVEA will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with MVEA's legal duty to furnish information. 41 CFR 60-1.35(c)

The Human Resources Manager is MVEA's EEO and Affirmation Action Plan (AAP) Officer and is responsible for compliance with state and federal EEO laws, affirmative action regulations, and for implementing the AAP, including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the EEO Officer at 11140 E. Woodmen Road, Falcon, CO 80831 or by phone at 719-495-2283 or 1-800-388-9881. Our Affirmative Action Plan (AAP), for Veterans and the Disabled is available to you in the HR office during regular office hours or by appointment. All employees and applicants for employment are protected, by both company policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of equal employment opportunity. I ask your continued assistance and support in maintaining an environment that reflects MVEA's commitment to equal and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.



Ruth Marks, CEO