

## **AFFIRMATIVE ACTION POLICY STATEMENT**


Employment Horizons, Inc. is firmly committed to a policy of Equal Employment Opportunity and will administer its personnel policies and conduct its employment practices in a manner which treats each employee and applicant for employment on the basis of merit, experience and other work-related criteria without regard to race, color, religion, sex, gender identity or expression, national origin, ancestry, age, physical or mental disability, veteran status, marital status, civil union status, genetic information including family medical history, or any other protected class under relevant state and federal laws. This includes, but is not limited to employment, compensation, assignment or promotion.

Goals and timetables have been established that outline our good faith efforts in practicing equal employment opportunity and affirmative action. These goals and timetables are reviewed annually to measure our progress. Our agency is committed to making a good faith effort to meet our goals within the specified time frames.

The Board of Trustees has appointed Matthew Putts, Executive Director to develop and monitor affirmative action and other equal employment opportunity programs. However, management personnel at every level must share in the responsibility for promoting affirmative action and equal employment opportunity to ensure that compliance is achieved.

Equal opportunity must be part of the fabric of all personnel decisions at Employment Horizons. Successful performance on our affirmative action goals will provide benefits to the company to the full utilization and development of previously underutilized human resources.

Date: 8/9/18

  
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Frank Crippen, President Board of Trustees