



BATES UTILITY COMPANY, INC.

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Bates Utility Company not to discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion, or veteran status.

Bates Utility will take affirmative action to ensure that the EEO Policy is implemented, with particular regard to: application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade, and working conditions.

Bates Utility will continue to make it understood by the employment entities with which it deals (i.e. signatory unions, SLATE programs), and in employment opportunity announcements that the foregoing is company policy and all employment decisions are based on individual merit only.

All current employees of Bates Utility are requested to encourage qualified disabled persons, minorities, special disabled veterans, and Vietnam Era veterans to apply for employment, on the job training or for union accommodations for qualified disabled individuals.

It is the policy of Bates Utility that all company activities, facilities, and job sites are non-segregated. Separate or single-user toilet and changing facilities are provided to assure privacy.

It is the policy of Bates Utility to ensure and maintain a working environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees are assigned to work. Any violation of the policy should be immediately reported to your supervisor.

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