

Consolidated Telecommunications Company “CTC” Statement of Nondiscrimination and Equal Employment Opportunity

In accordance with Federal law and the U.S. Department of Agriculture’s policy, Consolidated Telecommunications Company is prohibited from discriminating on the basis of race, color, national origin, sex, religion, age, or disability.

The person responsible for coordinating this organization’s nondiscrimination compliance efforts is Kristi K. Westbrock, Director of Human Resources. Any individual, or specific class of individuals, who feel that this organization has subjected them to discrimination may obtain further information about the statutes and regulations listed above from and/or file a written complaint with this organization; or write to the USDA Director Office of Civil Rights, Room 326-W, Whitten Building, 1400 Independence Avenue SW, Washington, DC 20250-9410, or call (202) 720-5964 (Voice or TDD). USDA is an equal opportunity provider and employer. Complaints must be filed within 180 days after the alleged discrimination. Confidentiality will be maintained.

Statement of Equal Employment Opportunity

It is the policy of Consolidated Telephone Company “CTC” to provide equal employment opportunity to all individuals without regard to race, color, creed, religion, national origin, sex, marital status, disability, public assistance, sexual orientation, veteran status, and local Human Rights commission activity or other factors identified and protected by Federal, State, and Local legislation. This program will be taken into full consideration by all concerned in the recruiting, hiring, training, placement and promotion of employees.

Applicants for employment who believe they have been discriminated against have the right to notify the Equal Employment Opportunity Commission; 1801 L Street, N.W., Washington, DC 20507; the Federal Communications Commission; Washington, DC 20554; or other appropriate agency.