



Equal Employment Opportunity (EEO) Statement

March 2017

To all employees and applicants,

Umatilla Electric Cooperative is an Equal Employment Opportunity Employer. It is our policy to provide equal opportunity to all employees and applicants and to prohibit any discrimination because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or because he or she is a protected veteran. Employees will be treated on the basis of their job-related qualifications, ability, and performance. It is also our policy that sexual harassment or any other kind of harassment including harassment based on sexual orientation will not be tolerated. The foundation of these policies is our commitment to treat everyone fairly and equally and to have a bias-free work environment.

I encourage everyone to join me in seeing that the spirit of equal opportunity is always present here at UEC.

If you believe you have been discriminated against, you are urged to bring the matter to the attention of the HR Manager.

Robert Echenrode

General Manager and CEO