



# NOTICE TO APPLICANTS/EMPLOYEES

## EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

### STATEMENT OF POLICY

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#### **MESSAGE FROM THE EXECUTIVE DIRECTOR**

METRO is committed to establishing an Equal Employment Opportunity Program affecting all employment practices, including recruitment, selection, promotions, terminations, transfers, layoffs, compensation, training, benefits, and other terms and conditions of employment for all persons regardless of race, color, sex, ethnicity, national origin, religion, gender, age, pregnancy, marital status, veteran's status, sexual orientation, genetic information, disability or any other protected basis prohibited by law. Retaliation against a person because he/she complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination or lawsuit is also prohibited.

METRO is committed to establishing an Equal Employment Opportunity Program, including goals and timetables in order to overcome the effects of past discrimination on minorities and women. That the responsibility for the implementation of the *EEO Program* has been assigned to Legal/Human Resources Director.

That all management personnel share in this responsibility and will be assigned specific tasks to assure compliance is achieved.

That applicants and employees have the right to file complaints alleging discrimination with the appropriate company official as well as externally with the federal/state Equal Employment Opportunity Commission, local human rights commission and/or the U.S. Department of Transportation.

That performance by directors, managers and supervisors will be evaluated on the success of the Company's *EEO Program* as well as their performance on other Company goals.

That successful achievement of EEO goals will provide benefits to the Company through fuller utilization and development of previously underutilized human resources.

A handwritten signature in black ink, appearing to read 'C. Simon', written over a horizontal line.

CURT A. SIMON, EXECUTIVE DIRECTOR