

SUMTER ELECTRIC COOPERATIVE, INC.

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

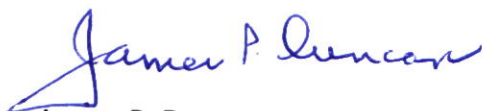
It is the policy of Sumter Electric Cooperative, Inc. (hereinafter referred to as SECO Energy) not to discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or because he or she is a protected veteran. It is also the policy of SECO Energy to take affirmative action to employ and to advance in employment, all persons regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or protected veteran status, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants of SECO Energy will not be subject to harassment on the basis 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 veteran¹. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local Equal Employment Opportunity law is prohibited.

As Chief Executive Officer of SECO Energy, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of Equal Employment Opportunity and Affirmative Action throughout all levels of the company, I have selected Gregg Morrell, Vice President of Corporate Services & Human Resources, as the Equal Employment Opportunity (EEO) Officer for SECO Energy. One of the EEO Officer's duties will be to establish and maintain internal audit and reporting systems to allow for effective measurement of SECO Energy's programs.

In furtherance of SECO Energy's policy regarding Affirmative Action and Equal Employment Opportunity, SECO Energy has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that SECO Energy is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. This Affirmative Action Program is available in the Human Resources office for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact Jennifer Wright, Compliance, Compensation & Benefits Manager at (352) 569-9680 for assistance.

We request the support of all employees in accomplishing Equal Employment Opportunity.



James P. Duncan
Chief Executive Officer
April 24th, 2019



¹ Special Disabled or Disabled Veterans, Recently Separated Veterans, Other Protected Veterans, Armed Forces Service Medal Veterans and Veterans of the Vietnam Era.