

## Reaffirmation of the EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of Sumter Electric Cooperative, Inc. (SECO Energy) to comply and cooperate to the fullest extent with all applicable regulations of the Equal Employment Opportunity Provisions of the Civil Rights Act of 1964, Executive Order 11246, the Rehabilitation Act of 1973 (29 U.S.C. 793), the Americans with Disabilities Act (ADA) of June 26, 1990, and the Vietnam Era Veterans Readjustment Assistance Act of 1972, all as amended.

It is the policy of SECO Energy not to discriminate against any employee or applicant for employment because of race, religion, color, sex, national origin, age, genetics or individuals with disabilities and protected veterans<sup>1</sup>. It is also the policy of SECO Energy to take affirmative action to employ and to advance in employment all persons regardless of their status as individuals with disabilities or protected veteran<sup>1</sup> 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 and selection, hiring, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship and/or on-the-job training at all levels of employment.

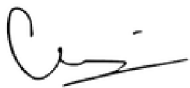
Employees and applicants of SECO Energy will not be subject to harassment on the basis of race, religion, color, sex, national origin, age, genetics or individuals with disabilities and protected veterans<sup>1</sup>. Additionally, retaliation, including intimidation, threats, or coercion, because an 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 EEO law regarding individuals because of race, religion, color, sex, national origin, age, genetics or individuals with disabilities and protected veterans<sup>1</sup> 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, Chief of Corporate Services Officer – as the Equal Employment Opportunity (EEO) Officer for SECO Energy. The duty of the Vice President of Corporate Services & Human Resources will be to establish and maintain an internal audit and reporting system 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 for qualified individuals with disabilities and qualified protected veterans<sup>1</sup> is accomplished.

If you have a disability and/or are a protected veteran<sup>1</sup>, we would like to include you under our affirmative action program. You may inform us of your desire to benefit under the program at this time and/or at any time in the future. If you would like to be included under the affirmative action program, please contact us to request a self-identification form. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information you submit will be kept confidential, except to the extent that the law allows.

The self-identification form or inspection of our Affirmative Action Program is available by any employee or applicant for employment upon request, during normal business hours, in the Human Resources Department. Interested persons should contact April Brown, Manager of Human Resources.



**Curtis Wynn**  
**Chief Executive Officer**

Reaffirmed this May 30, 2023



<sup>1</sup> Special disabled or disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans and Veterans of the Vietnam Era.