

WELLS RURAL ELECTRIC COMPANY

Adopted: July 20, 2001

POLICY NO. 7-14

EQUAL EMPLOYMENT OPPORTUNITY POLICY

I. OBJECTIVE

The Board of Directors recognizes that the hiring of employees and the administration of employee policy should be conducted in a totally fair and non-discriminatory manner, without regard to race, creed, color, religion, sex, sexual orientation, age, disability or national origin. To clearly set forth a policy for guidance that the hiring of employees and the administration of employee policy is totally fair and non-discriminatory.

II. POLICY

- A. The Company is an "Equal Opportunity Employer," and is fully committed to the principle of non-discrimination in all employment-related practices and decisions, including, but not limited to, recruitment, hiring, supervision, promotion, compensation, benefits, termination, and all other practices and decisions affecting Company employment status, rights, and privileges.
- B. Executive, administrative and supervisory officers exercising personnel management responsibilities are required to take vigorous and appropriate action to assure that all employment-related practices and decisions are made without discrimination, harassment or prejudicial treatment because of race, creed, color, religion, sex, sexual orientation, age, disability or national origin.
- C. All employment-related practices and decisions within the Company shall, to the maximum feasible extent, be instituted and administered in a fair and equitable manner, using only legally valid job-related criteria and standards, including but not limited to experience, training, education, skills, and potential for successful job performance and upward mobility.
- D. All Company facilities used by or available to employees or applicants for employment shall be maintained and operated on a non-segregated and nondiscriminatory basis.
- E. All employees, including minority group employees, will receive compensation in accordance with the same standards. Opportunities for performing overtime work or otherwise earning increased compensation will be afforded to all qualified employees without discrimination.

III. RESPONSIBILITY

The Board of Directors and the Chief Executive Officer shall be responsible for administering this policy and keeping the employees informed of its content.