



Contractor Policy on Equal Employment Opportunity

TO: All Employees and Applicants
FROM: Jerry D. Ladd, Chief Executive Officer
DATE: March 1, 2017

It is the ongoing policy of Colorado Doorways, Inc. to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of race, color, national origin, sex, sexual orientation, gender identity, religion, age, genetic information, disability, veteran status or any other status protected by applicable law.

The policy of equal employment opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement.

Colorado Doorways, Inc. is committed to making employment decisions based on valid requirements, without regard to race, color, national origin, sex, sexual orientation, gender identity, religion, age, genetic information, disability, veteran status or any other status protected by applicable law. Colorado Doorways, Inc. will analyze its personnel actions rigorously to ensure compliance with this policy.

Colorado Doorways, Inc.'s EEO coordinator is Janice Baumgartner, Vice President-Administration, at Colorado Doorways, Inc.'s Denver, CO, facility. She is responsible for compliance with state and federal EEO laws and affirmative action regulations. She is also responsible for implementing the Colorado Doorways, Inc.'s Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the EEO Officer.

Our AAP for Veterans and the Disabled is available to you in Janice Baumgartner's office during regular office hours or by appointment.

All employees and applicants for employment are protected by both company policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of equal employment opportunity. I ask your continued assistance and support in maintaining an environment that reflects Colorado Doorways, Inc.'s commitment to equal and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

A handwritten signature in black ink, appearing to read "Jerry D. Ladd".

Jerry D. Ladd
Chief Executive Officer