

ANNUAL EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY LETTER

To: All District Employees
From: Mark Doyle, President

January 1, 2026

The District's Diversity and Inclusion (D&I) statement sets the foundation for a sustainable plan which supports dedicated initiatives to cultivate diversity and inclusion. The D&I statement is as follows: M.U.D. is committed to employing a diverse workforce that reflects the community we serve and is inclusive of and respects employees' individual differences. We value and embrace an employee's need to bring their authentic self to work.

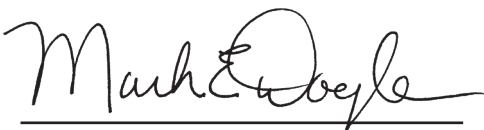
To meet the goals of our organization, our program requires that we utilize all available human resources to the fullest, regardless of age, color, disability, gender identity, national origin, pregnancy, race, religion, sex, sexual orientation, or status as a veteran or a disabled veteran. To deny a person's contribution to our effort because of membership in a historically underrepresented or protected group is an injustice, not only to the individual, but to the District as well. The expectation is District employees will treat others with civility, respect and professionalism.

The District's policy of non-discrimination must prevail throughout every aspect of employment and the work environment. This policy applies to all employment practices including recruitment of job candidates, interviewing techniques and candidate assessments, hiring and promotions, benefits, social and recreational programs, compensation, employee development, District sponsored training, educational programs and any other terms and conditions of employment. All employment-related decisions and actions in these areas will be based upon furthering the principle of equal employment opportunity, and only valid requirements will be used in making such decisions.

In addition, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have filed a complaint, assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity, or if an employee has opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity, or exercised any other right protected by federal, state or local law requiring equal opportunity.

The District is an Equal Opportunity Employer and values the diversity of our employees. If you would like to be identified as having a disability, as a United States Military Veteran or Disabled Veteran please inform Human Resources. Submission of this information, or your refusal to provide it, will not subject you to discharge or disciplinary treatment. Information obtained concerning individuals shall be kept confidential. The exception to this would involve notifying supervisors of employee work restrictions and/or regarding necessary accommodations. First-aid and safety personnel may be informed, when and to what extent appropriate, if the condition might require emergency treatment. Government officials investigating compliance with the act shall be informed if they request the information.

It is the intention of the District to recognize each employee based solely upon their performance and contribution to the success of the District.



Mark E. Doyle

President

For more information or questions, please email:

 **human_resources@mudnebr.com**

METROPOLITAN
UTILITIES DISTRICT