

March, 2003

SWEETWATER CABLE TELEVISION
602 BROADWAY
ROCK SPRINGS, WYOMING 82901
(307) 362-3773

EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

It is the Company's policy that equal opportunity in employment shall be afforded to all qualified persons and that there shall be no discrimination against any person in any aspect of employment because of sex, race, color, religion, national origin, or age. To this end, the Company has established and will maintain and carry out a positive continuing program of specific practices, detailed below, designed to assure equal opportunity in every aspect of cable system employment policy and practice.

Administration of the Program

The General Manager of the system has responsibility for administration of the Company's Program, including hiring, training, and promotion activities. His actions are subject to continuing review and supervision by John Carollo, Owner and Director.

Recruiting

Prominently posted at our business office is a notice informing employees and applicants for employment of their equal employment opportunity rights and their right to notify the Federal Communications Commission, the Equal Employment Opportunity Commission or other appropriate agency if they believe they have been the victims of discrimination. Where appropriate, this notice is also posted at other work locations in other appropriate languages.

All employment application forms utilized by the Company contain a notice, in bold type, informing prospective employees that discrimination because of sex, race, color, religion, national origin or age is prohibited and that they may notify the Federal Communications Commission, The Equal Employment Opportunity Commission or other appropriate agencies if they

believe they have been the victims of discrimination. All advertisements for employees state that the Company is an equal opportunity employer/contractor.

We make good faith efforts to conduct broad and inclusive recruiting. We place advertisements in media having significant circulation throughout the community. We supplement this advertising by using recruitment and outreach sources that enhance the breadth and inclusiveness of our recruitment.

Selection and Hiring

The company will give fair consideration to all applicants, and will not discriminate in hiring on the basis of sex, race, color, religion, national origin or age. We review tests and selection techniques to ensure, to the best of our ability, that such tests or selection techniques do not favor or disfavor any applicant.

Placement, Promotion And Other Conditions Of Employment

All employees are treated without discrimination with respect to all terms, conditions and privileges of employment. As part of our equal employment opportunities program, all employees are afforded:

- a. Equal consideration for promotion to higher positions for which they are qualified. When promotions are available, we respond to lower paid employees with interest and potential for higher paid positions and when possible will assist them to qualify for such positions.
- b. Equal opportunity for counseling and on-the-job training leading to higher positions;
- c. Equal pay and benefits to that received by other employees with equivalent qualification and experience who perform equal work at the cable system;
- d. Equal opportunity for all qualified employees to participate in overtime work; and
- e. Equal access to all company facilities and benefits.

Seniority practices are reviewed to ensure that such practices or clauses do not have a discriminatory effect.

No demotions, layoffs, or terminations are based on an employee's sex, race, color, religion, national origin or age.

Opportunity for overtime work is offered on a nondiscriminatory basis. Rates of pay and fringe benefits are periodically reviewed for inequities.

Equal Opportunity In Contracting

It is the Company's policy to encourage all qualified entrepreneurs to conduct business with all parts of its operation. The Company will not favor or disfavor any contractor or potential contractor by reason of sex, race, color, religion, national origin or age.