

SWEETWATER CABLE TELEVISION COMPANY, INC

EQUAL OPPORTUNITY EMPLOYER/CONTRACTOR PROGRAM

It is the policy of Sweetwater Cable Television Company, Inc. to provide equal opportunity employment to all qualified persons. There will be no discrimination against any person in any aspect of employment or contracting due to race, color, sex, religion, national origin or age. We have established, and will maintain a continuing program designed to provide equal employment opportunities.

Administration of The Program

The General Manager of Sweetwater Cable TV has the responsibility of administering our program in regards to hiring, training or promotions.

Notices will be posted for employees notifying them of their equal employment rights and their right to notify the Federal Communication Commission, the Equal Employment Opportunity Commission or other appropriate agency if they feel they have been victims of discrimination.

Applications for employment will contain a notice in bold type, informing prospective employees that discrimination because of race, color, religion, national origin, sex or age is prohibited. It will also state that they may notify the Federal Communication Commission, the Equal Opportunity Commission or other appropriate agencies if they feel they have been discriminated against.

All advertisements for employment will state that Sweetwater Cable TV is an equal opportunity employer. We will conduct broad and inclusive recruiting within our region. This will include sources with broad circulation along with supplements using recruitment and outreach resources in order to reach as broad of recruitment as possible.

Selection and hiring

Sweetwater Cable TV will give fair consideration to all qualified applicants, and will not discriminate employment based on race, color, national origin, religion, sex or age.

Placement, Promotion, And Other Conditions Of Employment

All employees are treated without discrimination on all terms, conditions and privileges of employment.

As part of our equal employment opportunities program, all employees are afforded:

Equal consideration for promotion to higher positions for which they are qualified.

Equal opportunity for on-the-job training leading to higher positions.

Equal pay and benefits to all with equivalent qualifications, experience and work.

Equal opportunity for all qualified employees to participate in overtime work.

Equal access to all company facilities and benefits.

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

Equal opportunity in Contacting

It is the policy of Sweetwater Cable Television Company, Inc not to favor or disfavor any contractor or potential contractor by reason of race, color, national origin, religion, sex or age.