



Energizing Life in Our Communities

TO: ALL EMPLOYEES/APPLICANTS

January 2021

It is the ongoing policy, practice, and principle priority of Snohomish County Public Utility District No. 1 to provide a diverse, equitable, and inclusive environment for everyone. We celebrate and are committed to creating a workplace that includes employees with diverse backgrounds and experiences. We want to reflect the diverse community we work within and will do all we can to provide opportunities for all people.

We are fully committed to Equal Employment Opportunity and Affirmative Action for all current and future employees, in addition to an inclusive environment that is free of discrimination and harassment. No person shall be discriminated against in regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, HIV Status, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, past or present military service, family medical history or genetic information, family or parental status, or any other status protected by the laws or regulations in the locations where we operate.

I wish to reaffirm this commitment and bring attention to all current and future employees that these principle priorities are reflected in all aspects of our business and daily operations. We will continue to recruit, employ, advance in employment, and compensate qualified individuals at all levels based on merit, competence, performance, and business needs, without any regard to any protected statuses. It is the responsibility of everyone at the District to ensure these objectives are supported and implemented.

The District's Equal Employment Opportunity Coordinator is Allison E. Jubb, Director of Human Resources. She is responsible for maintaining these programs, records, and reports to comply with all government regulations, including the maintenance of monitoring procedures for our policy objectives. Our Affirmative Action programs may be reviewed by current and future employees during regular business hours in the Human Resources Department by contacting the EEO Coordinator.

We must all share in this responsibility and assume a leading role in making these programs a priority.

Respectfully,

A handwritten signature in black ink, appearing to read "John A. Haarlow", is written over a light grey background.

John A. Haarlow
CEO/General Manager