



Energizing Life in Our Communities

OFFICE OF THE CEO/GENERAL MANAGER

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TO: ALL EMPLOYEES/APPLICANTS

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It is the ongoing policy, practice, and 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 where everyone can feel welcomed and valued to include employees with diverse backgrounds and experiences. We want to reflect the diverse community we work within, and we are striving to create an inclusive environment.

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 priorities are reflected in many aspects of our business and daily operations. We will continue to recruit, employ, advance in employment, and compensate qualified individuals based on merit, competence, performance, and business needs, without regard to protected statuses. It is the responsibility of leadership at the District to ensure these objectives are implemented, and the responsibility of everyone to ensure these objectives are supported.

The District's Equal Employment Opportunity Coordinator is Sara D Kurtz, Senior Manager, Human Resources. She is currently 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 potential future employees during regular business hours in the Human Resources Department by contacting the EEO Coordinator.

Respectfully,

A handwritten signature in black ink, appearing to read "John A. Haarlow".

John A. Haarlow
CEO/General Manager