

# Equal Employment Opportunity Policy Statement

CC&N is committed to providing equal employment opportunity to all applicants and employees regardless of their race, creed, color, religion, sex, age, national origin, disability, military service, protected veteran status, genetic information, sexual orientation, gender identity, or any other characteristic protected by federal, state or local law. We are strongly committed to this policy and believe in the concept and spirit of the law.

CC&N is further committed to ensuring that employment decisions are based on valid job requirements. In addition, all employment actions, such as recruiting, hiring, training, promotion, compensation, benefits, transfer, layoff, and termination are administered fairly to all persons on an equal opportunity basis, without discrimination based on the protected categories named above. CC&N will also provide qualified applicants and employees with disabilities reasonable accommodations, if possible, as required by law.

CC&N will not tolerate employees and applicants being subjected to harassment, intimidation, threats, coercion, or retaliation because they engaged or may engage in filing a complaint or assisted in a review, investigation, or hearing related to any federal, state, or local law requiring equal employment opportunity; or because they opposed any act deemed unlawful.

The CEO supports this affirmative action program and has appointed Julie Pubanz, HR & Benefits Manager, as CC&N's EEO Coordinator. The EEO Coordinator's responsibilities include implementing an internal audit and reporting system to monitor and measure the effectiveness of CC&N's equal employment opportunity efforts and report to executive management on this and any needs for remedial action.

CC&N maintains affirmative action plans for individuals with disabilities and protected veterans. Any questions regarding these plans or the company's equal opportunity policy should be directed to the EEO Coordinator who is responsible for implementing these plans. All employees are responsible for supporting the concept of equal employment opportunity and affirmative action and assisting and cooperating in meeting our plan goals.

If you wish to view the plans for protected veterans and individuals with disabilities, contact Julie Pubanz during normal business hours, and arrangements will be made to view the areas of the plan available for inspection under the law.



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Rob Dillon  
CEO

9/3/25

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Date