

To: Employees of Montrose Memorial Hospital, Inc. and Applicants for Employment
From: Steve Hannah, CEO
Date: 09/01/2014
Re: Equal Employment Opportunity Policy

Policy:

It is the ongoing policy of Montrose Memorial Hospital, Inc. to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of race, color, national origin, gender, religion, age, genetic information, disability, veteran status or any other status protected by applicable law.

The policy of equal employment opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement.

Montrose Memorial Hospital, Inc. is committed to making employment decisions based on valid requirements, without regard to race, color, national origin, gender, religion, age, genetic information, disability, veteran status or any other status protected by applicable law. Montrose Memorial Hospital, Inc. will analyze its personnel actions rigorously to ensure compliance with this policy.

Montrose Memorial Hospital, Inc.'s EEO Coordinator is Stacy Clifford, HR Recruiter, for Montrose Memorial Hospital, Inc.'s Montrose, CO facility. Stacy Clifford is responsible for compliance with state and federal EEO laws and affirmative action regulations. Stacy Clifford is also responsible for implementing the Montrose Memorial Hospital, Inc.'s Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the EEO Coordinator.

Our AAP for Veterans and Individuals with Disabilities is available to you in Montrose Memorial Hospital, Inc.'s Human Resources office during regular office hours or by appointment.

All employees and applicants for employment are protected, by both company policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, retaliation or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of equal employment opportunity. I ask your continued assistance and support in maintaining an environment that reflects Montrose Memorial Hospital, Inc.'s commitment to equal opportunity and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

Steve Hannah, CEO