

**To:** Employees of Colorado Springs Utilities and Applicants for Employment  
**From:** Jerry Forte, Chief Executive Officer (CEO)  
**Date:** 01/01/2017  
**Re:** Equal Employment Opportunity Policy  
**Policy:**

It is the ongoing policy of Colorado Springs Utilities to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of age 40 and over, color, disability, gender identity, genetic information, military or veteran status, national origin, race, religion, sex, sexual orientation or any other applicable status protected by state or local 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.

Colorado Springs Utilities is committed to making employment decisions based on valid requirements, without regard to age 40 and over, color, disability, gender identity, genetic information, military or veteran status, national origin, race, religion, sex, sexual orientation or any other applicable status protected by state or local law. Colorado Springs Utilities will analyze its personnel actions rigorously to ensure compliance with this policy.

Colorado Springs Utilities will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Colorado Springs Utilities's EEO Coordinator is Shirey Martinez, Senior Compliance Specialist, for Colorado Springs Utilities's Colorado Springs, CO facility. Shirey Martinez is responsible for compliance with state and federal EEO laws and affirmative action regulations. Shirey Martinez is also responsible for implementing the Colorado Springs Utilities'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 Colorado Springs Utilities'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 Colorado Springs Utilities'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.

  
Jerry Forte, Chief Executive Officer (CEO)