



## EEO AND AFFIRMATIVE ACTION PLANS

It is PacifiCorp's policy to provide and promote equal employment opportunity to all employees and applicants for employment in accordance with all local, state and federal laws and regulations governing personnel activities. In accordance with federal guidelines, PacifiCorp is committed to a program of affirmative action for work sites in the United States. In addition, PacifiCorp will:

- Provide equal employment and promotional opportunities to all qualified applicants and employees based upon their abilities, achievements and experience without regard to race, color, creed, religion, age, national origin, citizenship status, gender, gender identity, sex, sexual orientation, genetic information, physical or mental disability, protected veteran status, marital status, other non-job related characteristics or any other category protected by U.S. federal, state or local law;
- Ensure affirmative action to employ and advance in employment qualified women, minorities, protected veterans and individuals with disabilities.
- Ensure that all personnel practices such as recruitment, selection, training, promotion, compensation, benefits, transfers, layoffs, recall from layoff, participation in PacifiCorp-sponsored programs and terminations are administered in a manner which furthers the principle of equal employment opportunity; and
- Encourage, counsel and assist employees in matters relating to on-the-job performance and promotional opportunities.

Responsibility for PacifiCorp's EEO program has been assigned to the director of human resources. Each member of management is responsible for ensuring compliance with the program. Employee relations and staffing will coordinate and monitor all equal employment opportunity activities and report on the effectiveness of Affirmative Action Programs.

Appropriate sections of the Affirmative Action Plan will be available for review, upon written request, during regular business hours.

If any employee believes he or she has been discriminated against or desires further information or assistance, contact should be made immediately with the supervisor or human resources representative.

**These policies supersede and revoke any and all past policies and practices, oral and written representations, or statements regarding terms and conditions of employment concerning the subject matter covered herein. PacifiCorp reserves the right to add to, delete, change or revoke these policies at any time, with or without notice. These policies do not create a contract between PacifiCorp and any employee, nor do they create any entitlement to employment or any benefit provided by PacifiCorp to its employees.**