



STATEMENT OF NON DISCRIMINATION

Navopache Electric Cooperative, Inc. is a recipient of financial assistance from the National Rural Utilities Cooperative Finance Corporation (CFC) and is subject to the provisions of Title VII of the Civil Rights Act of 1964, as amended, Section 504 of the Rehabilitation Act of 1973, as amended, the Age Discrimination Act of 1975 as amended, and shall not discriminate based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status.

Navopache Electric Cooperative, Inc., is an equal opportunity employer. Navopache Electric Cooperative, Inc. will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

Natalie Groeneveld, Manager of Human Resources, is the person responsible for coordinating Navopache Electric Cooperative, Inc.'s nondiscrimination compliance efforts.