



Coweta-Fayette Electric Membership Corporation

807 Collinsworth Road • Palmetto, Georgia 30268-9442 • Phone 770-502-0226 • www.utility.org

January 21, 2019

Coweta-Fayette EMC is an equal opportunity provider and employer

Coweta-Fayette EMC shall abide by the requirements of 41 CFR 60-1.4(a) 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals with regard to race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). If you wish to file an EEO complaint of discrimination, contact Stanley Sitzler, Chief Operating Officer and EEO Officer, (770) 502-0226. Remedies and complaint filing deadlines vary by program or incident.

Person with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible Agency of USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

If you wish to file a Civil Rights program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at http://www.ascr.usda.gov/complaint_filing_cust.html, or at any USDA office, or call (866) 632-9992 to request the form. You may also write a letter containing all of the information requested in the form. Send your completed complaint form or letter to us by mail at U.S. Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, by fax (202) 690-7442, or email at program.intake@usda.gov.

Chris Stephens
President & CEO



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Notice to All Employees and Applicants

Our Company has Affirmative Action Programs for the employment and advancement in employment of qualified individuals with disabilities and veterans with disabilities and Vietnam era veterans developed under Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended and Section 503 of the Rehabilitation Act of 1973, as amended. We employ and advance in employment qualified individuals with disabilities and veterans with disabling conditions without discrimination. Further, it is the policy of Coweta-Fayette Electric Membership Corporation to take affirmative action in all employment practices. Reasonable accommodation will be provided whenever possible in an effort to advance employment opportunities for individuals with disabilities and veterans with disabilities and veterans of the Vietnam era.

If you are a person with a disabling condition, a veteran with disabilities or a Vietnam era veteran and would like to be covered by our Affirmative Action Program, please inform Stanley Sitzler, Chief Operating Officer. Submission of the information is entirely voluntary and will be used only for purposes of affirmative action and proper job placement. Your refusal to furnish this information will not subject you to any adverse treatment. You may also furnish this information at a later time if you prefer.

Applicants or employees who file a complaint under this act or who assist in an investigation are protected from coercion, harassment and intimidation. This information which you provide will be kept confidential except that your supervisor will be informed regarding work limitations and accommodations to your disability.

The Affirmative Action Program developed under the above mentioned regulations are available for review Monday through Friday 8:00 a.m. and 5:00 p.m. Please contact Stanley Sitzler, who is responsible for these programs, to make an appointment at 770-502-0226.

A handwritten signature in blue ink, appearing to read 'Chris Stephens', is written over a horizontal line.

Chris Stephens
President & CEO