

CQuence and its partner companies have created a culture of accountability. Training staff in this principle helps employees at every level of the organization take greater personal responsibility for overcoming the obstacles they face and asking “What else can I do?” to achieve our Key Results. All employees are trained in accountability annually.



This section highlights the commitments of the company and responsibilities of the employee which need to be maintained in order to create a cohesive and productive work environment.

Employment

Equal Employment Opportunity

The employment policy of the Company is to provide equal opportunity to all persons. Our company, therefore, has made an ongoing commitment to equal employment opportunity and to a positive and continuing affirmative action program (to the extent such a program is required by law). No employee or applicant for employment will be discriminated against because of race, color, religion, sex, pregnancy, national origin, citizenship status, age, disability, genetic information, protected veteran status or any other characteristic protected under applicable local, state or federal law.

To implement these policies, the company will continue to:

- A. Recruit, hire, train and promote persons in all job classifications without regard to any protected characteristic. The Company does not discriminate on the basis of national origin or citizenship status, as provided under the Immigration Reform and Control Act of 1986
- B. Make employment decisions in a manner that is consistent with the principle of equal employment opportunity;
- C. Ensure that promotion decisions are consistent with the principles of equal employment opportunity by imposing only valid requirements for promotional opportunities;
- D. Ensure that all personnel actions (including but not limited to compensation, benefits, transfers, layoffs, return from layoffs, company-sponsored training, education, tuition assistance, social and recreational programs) are administered without regard to any protected characteristic.
- E. Make reasonable accommodation of the disabilities and bona fide religious beliefs of otherwise qualified applicants and employees to the extent required by law, unless undue hardship to the Company would result.

The Vice President of People and Culture has been designated EEO Coordinator and is responsible for compliance with applicable state and federal equal employment opportunity laws, and for implementing any required affirmative action program, including equal employment practices, monitoring, and internal reporting. Employees believing they have not been treated in accordance with this policy are encouraged to contact the Vice President of People and Culture at 402-334-5000. The continued success of our commitment to equal employment opportunity and any required affirmative action program requires maximum cooperation from every employee throughout our organization. Equal employment opportunity is not only the law, but is a principle of the Company. Your cooperation is expected to achieve this goal and I personally stand behind this principle.

Michael Cassling, CEO/President

Date

