

## Equal Employment Opportunity Statement

**Black Hill Systems, LLC** complies with all applicable laws governing equal employment opportunity. This policy extends to all applicants and employees and to all aspects of the employment relationship including, but not limited to, recruiting, hiring, promotion, transfer and compensation. We provide equal employment and advancement opportunity on the basis of merit within the context of our business environment, and without regard to race, color, religion, national origin, citizenship status, ancestry, sex, age, marital status, disability unrelated to the ability to perform essential functions of the job, military status, unfavorable discharge from military service, or any other status protected under federal, state, and local law.

It is our policy to comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA). **Black Hill Systems, LLC** will not discriminate against any qualified employee or job applicant with respect to any terms, privileges or conditions of employment because of a person's physical or mental disability. The Company will make a reasonable accommodation for employees or applicants with disabilities, provided that the individual is otherwise qualified to safely and acceptably perform the duties and assignments connected with the job and provided that any accommodations made are reasonable and do not require significant difficulty or expense.

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