

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT

As the CEO of Pioneer Human Services, I am committed to fostering an inclusive and diverse workplace where every employee is valued and respected. We are proud to be an equal opportunity employer and do not discriminate based on race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or any other characteristic protected by law. Our goal is to create an environment where all employees thrive in an environment where all voices are heard, and all staff experience a sense of belonging and inclusion as we work together to advance the mission and vision of Pioneer Human Services.

We believe in the power of diversity and the importance of equal opportunity for all applicants and employees. As part of our commitment to affirmative action, we will ensure the following:

- All recruiting, hiring, training, promotion, compensation, benefits, and other employment-related programs are provided to all persons on an equal opportunity basis without regard to race, color, religion, sex, age, national origin, sexual orientation, gender identity, disability, veteran status or any other characteristic protected by state or federal law.
- All personnel actions such as demotions, transfers, leaves of absence and other forms of leave, layoffs, recalls, training, and participation in social and recreational programs are administered without regard to race, color, religion, sex, age, national origin, sexual orientation, gender identity, disability, veteran status or any other characteristic protected by state or federal law.
- All employment decisions are based only on valid job requirements.

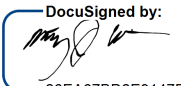
We strongly encourage individuals from diverse backgrounds, including minorities and traditionally marginalized groups, to apply for open positions at Pioneer. Our commitment to fostering an inclusive and equitable workplace means that we value the unique perspectives and experiences that you bring. Your application is welcomed and appreciated.

Applicants and employees will not be subject to harassment, intimidation, threats, coercion or discrimination because they have engaged in any of the following activities: filing a complaint with any state or federal anti-discrimination agency; assisting or participating in any investigation, compliance evaluation, hearing, or other activity related to the administration of the provisions of any state or federal affirmative action or equal opportunity law; opposing any act or practice made unlawful by the provisions of any state or federal affirmative action or equal opportunity law; or exercising any right protected by any state or federal affirmative action or equal opportunity law. Among the affirmative action laws noted here are Executive Order 11246, the Vietnam Era Veterans Readjustment Assistance Act, and Section 503 of the Rehabilitation Act of 1973.

Our Vice President of Human Resources, Debbie Gibson, serves as the Equal Opportunity Coordinator for Pioneer Human Services and has the responsibility for monitoring this organization's equal opportunity and affirmative action practices. Department and Division heads are responsible for assuring full compliance with this policy in their respective areas. All employees are responsible for supporting the concepts of equal opportunity and affirmative action, and for assisting Pioneer Human Services in meeting its objectives in these areas.

Pioneer Human Services maintains affirmative action plans (AAPs) for minorities, females, veterans, and individuals with disabilities. We measure the effectiveness of the company's affirmative action programs and evaluate the company's efforts to provide equal opportunity and affirmative action to employees and applicants.

As CEO of Pioneer Human Services, I personally support this program and encourage every employee to embrace this commitment to equal opportunity, diversity, equity, inclusion and belonging.

DocuSigned by:

26FA67BD2F9147E
Anthony Wright
Chief Executive Officer

Date: 7/6/2024 | 5:56 AM PDT