

# STATEMENT OF POLICY

41 C.F.R. 60-741.44(a), - 250.1, -300.44(a)

Primaris is firmly committed to affording equal employment opportunities and participation to all applicants and employees for employment in a manner consistent with applicable local, state, and federal laws.

As an Equal Employment Opportunity and Affirmative Action employer, it is the policy of Primaris to provide equal employment opportunities to all people without regard to race, color, religion, creed, sex, age, national origin, veteran status, or disability and to promote the full realization of that policy through positive, continuing affirmative action programs. We engage in affirmative steps to seek out, hire, and retain qualified candidates of all races, sexes, and backgrounds.

Primaris is fully committed to ensuring equal opportunity and equal consideration for all qualified employees and applicants in personnel matters including recruitment, hiring, assignment, training, transfer and promotion, salary and other compensation, layoff, and termination. Employment standards are "job-related," and personnel decisions are based on individual qualifications. Reasonable accommodation will be provided to offer and encourage employment opportunities for disabled individuals, unless it would result in unreasonable difficulty or expense to Primaris.

We invite all veterans and disabled applicants and employees to voluntarily identify themselves as such, if they so desire. Employees are also invited to identify themselves if they would like to be considered under our affirmative action programs.

The Director of Human Resources serves as the Equal Employment Opportunity Manager. Primaris will analyze its personnel policies and actions periodically to ensure compliance with the Equal Employment Opportunity and Affirmative Action laws and regulations.

Primaris's Affirmative Action Plan is available for inspection by contacting the Director of Human Resources between 8:30 a.m. and 5:00 p.m., Monday through Friday (except holidays), at the address listed below:

Primaris  
200 North Keene Street, Suite 101  
Columbia, Missouri 65201-8102  
(573) 817-8300, extension 201



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Richard A. Royer,  
Chief Executive Officer