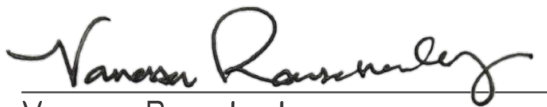


## STATEMENT OF COMMITMENT

GCTD believes that the only valid criteria for employment or personnel actions are the job related qualifications and merits of the individuals involved. GCTD recognizes that employment discrimination based upon race, color, creed, ancestry, national origin, gender, marital status, sexual orientation, gender identity, religion, veteran status, physical or mental disabilities, medical condition, age, political opinions or affiliations, or union membership activity or any other category protected by state or federal law is unlawful and a violation of basic civil rights. Discriminatory employment practices are wasteful as well as unjust and are not in keeping with the established philosophy that GCTD be a model employer. Accordingly, GCTD will prohibit any policy, plan, program, custom, or practice which has a discriminatory effect.

Toward the goal of maintaining and strengthening our commitment to equal employment opportunities, a program of affirmative action has been established as GCTD policy. It shall serve as a guide for all personnel related matters to which GCTD is or will, in the future, become party.



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Vanessa Rauschenberger  
General Manager