



March 15, 2019

Equal Employment Opportunity (EEO) Statement

Bi-State Development has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected classes.

Bi-State Development's Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

Bi-State Development is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

All Bi-State Development executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring Bi-State Development's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. Bi-State Development will evaluate its managers' and supervisors' performance on their successful implementation of Bi-State Development's policies and procedures, in the same way Bi-State Development assesses their performance regarding other agency's goals.

Bi-State Development continues its commitment to maintain a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO Program available for inspection upon request.

Diana Wagner-Hilliard, JD, Director EEO and Workforce Diversity, is the designated EEO Officer, and is available to assist you with questions or concerns regarding our EEO program and goals. Ms. Wagner-Hilliard's office is located at Headquarters and she can be contacted at (314) 982-1589 or dmwagnerhilliard@bistatedev.org or 211 N. Broadway, Suite 700, St. Louis, MO 63102.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.

A handwritten signature in blue ink, appearing to read "Taulby A. Roach", is written over a horizontal line.

Taulby A. Roach
President and Chief Executive Office