

## **Equal Employment Opportunity — Executive Policy Statement**

It is the policy of the Media Financial Management Association and its subsidiary that Equal Employment Opportunity be afforded all qualified persons without regards to race, creed, color, sex, age, religion, national origin, handicap, and to take affirmative action in this regard. This policy shall be applicable to all aspects of employment including, but not limited to, hiring, promotion, transfer, compensation and termination of employees and shall cover all employees of the Association.

Furthermore, it is the policy of this Association to comply with the applicable provisions of the Civil Rights Act, Executive Orders 11246 and 11375 and amendments thereto. This statement of policy shall be communicated to all officials and employees of this Association. This policy shall be applied to every means of employee recruitment utilized by the Association including employment agencies and advertising, by way of stating the Association is an "Equal Opportunity Employer."

In addition, the Association will promote the principles of equal employment opportunity with respect to selection of national and regional conference sites to include social function facilities and will endeavor to engage in business agreements with organizations that openly support and employ equal opportunity principles.

The full cooperation and assistance of all Officers, Directors, Committee members, Association members and all employees of the Association is expected. All employees are expected to assume responsibility for promoting our Equal Employment Opportunity objectives with the same high priority as for attainment of our other Association objectives.

To ensure implementation and proper administration of the Equal Employment Opportunity Policy, the President of the Association will serve as the Association's Equal Opportunity Officer. All persons with questions concerning the Association's policy in this area should direct them to Mary Collins, 550 Frontage Road, Ste. 3600, Northfield, Illinois, 60093, (847) 716-7000.