



P.O. Box 67  
Cable, WI 54821  
**Phone** 715-798-3303  
**Fax** 715-798-3044  
[www.norvado.com](http://www.norvado.com)

It is the policy of Chequamegon Communications Cooperative, Inc. dba Norvado not to discriminate against any employee or any applicant for employment because of age, race, religion, color, handicap, sex, physical condition, developmental disability, sexual orientation or national origin. This policy shall include, but not be limited to, the following: recruitment and employment, promotion, demotion, transfer, compensation, selection for training including apprenticeship, layoff and termination. Except with respect to sexual orientation, this company further agrees to take affirmative action to ensure equal employment opportunities.

Kathleen Carlson, Human Resources Administrator, has been appointed Equal Employment Opportunity Officer and is responsible for planning and implementing our affirmative action program as well as for its day-to-day monitoring of affirmative action related decisions and activities. All personnel who are responsible for hiring and promoting employees and for the development and implementation of programs or activities are charged to support this program. They shall provide leadership in implementing affirmative action goals and initiatives.

During the life of contract with the State of Wisconsin, Norvado shall comply with s. 16.765, Wis. Stats., state regulations and federal laws relating to equal employment opportunities and affirmative action. The company shall continue to work cooperatively with government and community organizations to take affirmative action to ensure equal employment and advancement opportunities.

David J. Carter  
Chief Executive Officer

*David J. Carter* 6/23/11  
Signature Date

*60th Anniversary, 1951-2011*