

## Statement of Non-Discrimination

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In accordance with Federal law and US Department of Agriculture policy, Valley TeleCom Group and its subsidiaries are prohibited from discriminating on the basis of race, color, national origin, sex, religion, age, or disability. Valley TeleCom Group and its subsidiaries are the recipients of Federal Financial assistance from the US Department of Agriculture (USDA), and are subject to the provisions of Title VI of the Civil Rights Act of 1964, as amended, Section 504 of the Rehabilitation Act of 1973, as amended, the Age Discrimination Act of 1975, as amended, and the rules and regulations of the U.S. Department of Agriculture which provide that no person in the United States on the basis of race, color, national origin, age, or disability, and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal, or because all or part of an individual's income is derived from any assistance program shall be excluded from participation in, admission or access to, denied the benefits of, or otherwise be subjected to discrimination under any of this organization's programs or activities.

The person responsible for coordinating this organization's nondiscrimination compliance efforts is Steven Metts, General Manager. Any individual, or specific class of individuals, who feels that this organization has subjected them to discrimination may obtain further information about the statutes and regulations listed above from and/or file a written complaint with this organization by writing to USDA, Director, Office of Civil Rights, Room 326-W, Whitten Building, 1400 Independence Ave., SW, Washington, D.C. 20250-9410, or call (800)795-3272 (voice), (202)720-6382 (TDD) or (866)377-8642 (relay voice users). Persons with disabilities that require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at (202) 720-2600 (voice and TDD). USDA is an equal opportunity provider and employer.