

## **EOE Statements**

1. EEO/AA – M/F/V/H
2. EOE – Equal Opportunity Employer
3. We are an equal opportunity employer with a commitment to diversity. All individuals, regardless of personal characteristics, are encouraged to apply.
4. We are an equal opportunity employer that values diversity at all levels. All individuals, regardless of personal characteristics, are encouraged to apply.
5. Employment policies and decisions on employment and promotion are based on merit, qualifications, performance, and business needs. The decisions and criteria governing the employment relationship with all employees are made in a nondiscriminatory manner, without regard to race, religion, color, national origin, sex, age, marital status, physical or mental disability, medical condition, veteran status, or any other factor determined to be unlawful by federal, state, or local statutes.