

## ***Equal Employment Opportunity Policy***

RCM recruits, hires, compensates and promotes employees without discrimination on the basis of race, color, creed, religion, national origin, citizenship status, marital status, sex, sexual orientation, age, veteran status, handicap, or disability unrelated to an individual's ability to perform the necessary functions of the job. To carry out this policy, RCM has an Affirmative Action Program. This program assures that you are consistently treated fairly and given consideration for opportunities for advancement that are free from bias.

Management regularly monitors the program to make sure that it achieves these important goals.