

STATEMENT OF NON-DISCRIMINATION

Consolidated Telcom is the recipient of federal financial assistance from the Rural Utilities Service, an agency of the U.S. Department of Agriculture. The U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal, or because all or a part of an individual's income is derived from any public assistance program. (Not all prohibited bases apply to all programs.) Persons with disabilities who 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).

The person responsible for coordinating this organization's nondiscrimination compliance efforts is Bryan W. Personne. To file a complaint of discrimination write to USDA, Director, Office of Civil Rights, 1400 Independence Avenue, S.W. Washington, D.C., 20250-9410 or call free (800) 795-3272 (voice) or (202) 720-6382 (TDD). USDA is an equal opportunity provider and employer.

STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY

Consolidated Telcom, formerly known as Consolidated Telephone Cooperative, a licensee under Part 22 of the Federal Communications Commission's Rules, is required under said rules as a common carrier licensee to maintain non-discriminatory employment practices.

The person responsible for coordinating this organization's equal employment opportunity compliance efforts is Bryan W. Personne, Chief Operating Officer. 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; or the Secretary, Federal Communications Commission, Washington, D.C. 20554; or the Equal Employment Opportunity Commission, North Dakota Department of Labor, Division of Human Rights, 600 East Boulevard Ave., Dept. 406, Bismarck, ND 58505-0340. Complaints must be filed within 180 days after the alleged discrimination. Confidentiality will be maintained to the extent possible.

COMPANY CONTACT INFORMATION

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