



TULAROSA COMMUNICATIONS INC. TULAROSA BASIN TELEPHONE COMPANY

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

Tularosa Basin Telephone Co., Inc. and Tularosa Communications, Inc. provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. Tularosa Basin Telephone Co., Inc. and Tularosa Communications, Inc. complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. Tularosa Basin Telephone Co., Inc. and Tularosa Communications, Inc. expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, national origin, age, disability, or veteran status. Improper interference with the ability of Tularosa Basin Telephone Co., Inc.'s and Tularosa Communications, Inc. employees to perform their expected job duties is absolutely not tolerated.