

NONDISCRIMINATION STATEMENT

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible Agency or USDA's TARGET Center at (202)720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at http://www.ascr.usda.gov/complaint_filing_cust.html and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

- (1) mail: U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410;
- (2) fax: (202) 690-7442; or
- (3) email: program.intake@usda.gov.

USDA is an equal opportunity provider, employer, and lender.

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

Consolidated Telcom
Attn: Bryan W. Personne
507 S. Main, P.O. Box 1408, Dickinson, ND 58602-1408
Tel: 701-483-4000 // Fax: 701-483-0001