



EQUAL OPPORTUNITY/AFFIRMATIVE ACTION NOTICE

Horry Telephone Cooperative, Inc. and its subsidiaries (HTC) maintain a continuing policy of non-discrimination in employment. It is HTC's policy to provide equal opportunity and access for all persons, without regard to race, color, religion, sex (including pregnancy childbirth and related conditions), national origin, age, disability, status as a protected veteran, or any characteristic protected by applicable law, in all phases of the employment process and in compliance with applicable federal, state, and local laws and regulations. This policy of non-discrimination shall include, but not be limited to, the following employment decisions and practices: hiring; promotions; demotions or transfers; layoffs; recalls; terminations; rates of pay or other forms of compensation; selection for training, including apprenticeship; and recruitment or recruitment advertising.

Employees and applicants of HTC will not be subjected to any form of harassment or discrimination for exercising rights protected by, or because of their participation in an investigation or compliance review related to, the Americans With Disabilities Act, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, or any other federal or state non-discrimination law, rule, or regulation. Such rights include protection against discrimination on the basis of a person's relationship or association with a protected veteran.

If you believe that you have been discriminated against in any manner as described above, you should notify Wendy McCrackin, Chief Executive-Customer Operations & HR. HTC will continue to direct management personnel to take such action as may be required to prevent behavior prohibited by this policy. All matters will be investigated, and appropriate disciplinary action will be taken, up to and including termination of employment, if necessary. Retaliation against anyone who complains of or witnesses behavior contrary to this policy is also prohibited.

As a federal contractor and as required by law, HTC also maintains affirmative action programs to implement its equal employment opportunity policy for individuals with disabilities and protected veterans. Employees or applicants who wish to review the full narrative portion of HTC's affirmative action program for individuals with disabilities or protected veterans may schedule an appointment to do so by contacting Wendy McCrackin, Chief Executive-Customer Operations & HR, during normal business hours.

Carlton Lewis
Chief Executive Officer

REVISED April 2025