

December 17, 2024

## Equal Employment Opportunity (EEO) Statement

Bi-State Development has a strong commitment to the community we serve and to our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected classes. Bi-State Development's Equal Employment Opportunity (EEO) policy applies to all employment actions.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

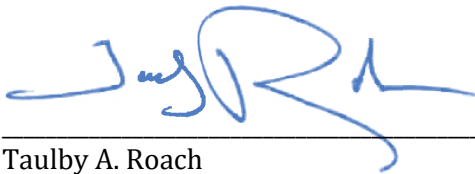
Bi-State Development is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

All Bi-State Development executives, management, and supervisory personnel share in the responsibility for implementing and monitoring Bi-State Development's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. Bi-State Development will evaluate its managers and supervisors' performance on their successful implementation of Bi-State Development's policies and procedures, in the same way Bi-State Development assesses their performance regarding other Agency goals.

Bi-State Development continues its commitment to maintain a written non-discrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the Agency is committed and to make the EEO program available for inspection upon request.

Vernessa Streater, Manager of EEO, is the designated EEO Officer, and she is available to assist you with questions or concerns regarding our EEO program and goals. Ms. Streater's office is located at Headquarters. She can be reached by phone at (314) 982-1478, by email at [vmstreater@bistatedev.org](mailto:vmstreater@bistatedev.org), or by U.S. Mail at 211 No. Broadway, Suite 700, St. Louis, MO 63102.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.



Taulby A. Roach  
President and Chief Executive Officer