

AFFIRMATIVE ACTION PLAN AND PROGRAM FOR  
DISABLED VETERANS, RECENTLY SEPARATED VETERANS,  
ACTIVE DUTY WARTIME OR CAMPAIGN BADGE VETERANS,  
AND ARMED FORCES SERVICE MEDAL VETERANS

It is the policy and practice of The Hospitals of Providence to assure equal opportunity for all employees and applicants for employment, with proper regard to their ability (with or without reasonable accommodation) to satisfy the standards applicable to the job or position involved. The Hospitals of Providence will recruit, hire, train, and promote persons in all job titles, and ensure that all personnel actions are administered without discrimination or regard to Disabled Veterans, Recently Separated Veterans, Active Duty Wartime or Campaign Badge Veteran, or Armed Forces Service Medal Veterans (hereinafter collectively referred to as "Protected Veterans"), and will ensure that all employment decisions are based only on valid job requirements.

"Disabled Veteran" refers to a veteran who is entitled to compensation (or who, but for the receipt of military retiree pay, would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or, a person who was discharged or released from active duty because of a service-connected disability. "Recently Separated Veteran" refers to any veteran during the 3-year period from the date of such veterans discharge or release from active duty in the U.S. military. "Active Duty Wartime or Campaign Badge Veteran" refers to a veteran who served on active duty in the U.S. Military during a war or campaign for which a campaign badge has been authorized under the laws administered by the Department of Defense. "Armed Forces Service Medal Veteran" refers to a person who, while serving on active duty, in the U.S. military participated in a U S military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 FR 1209). It is also the policy of The Hospitals of Providence that no employee nor applicant for employment shall be subjected to harassment, intimidation, threats, coercion or discrimination because they engage in any of the following activities: (1) filing a complaint, (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other federal, state or local law requiring equal opportunity for protected veterans, (3) opposing any act or practice made unlawful by VEVRAA or any other federal, state or local law requiring equal opportunity for protected veterans, or (4) exercising any other right protected by VEVRAA or its implementing regulations.

While the foregoing Policy is a recognized one of The Hospitals of Providence, this policy and any statements made in connection with it do not create any contracts of employment, either express or implied, nor do they create any legal rights or causes of action.

The purpose of this policy, therefore, is to establish a written plan to assure affirmative action to employ, advance in employment, and otherwise treat qualified individuals without discrimination based on their status as a Protected Veteran. To this end, the Company will establish an internal audit and reporting system to monitor the effectiveness of its affirmative action efforts.