



United Cerebral Palsy of Greater Sacramento

MEMORANDUM

TO: ALL United Cerebral Palsy of Greater Sacramento EMPLOYEES

DATE: 4/6/10

RE: Equal Employment Opportunity

United Cerebral Palsy of Greater Sacramento is committed to equality of opportunity. The continued profitable and responsible growth of United Cerebral Palsy of Greater Sacramento will result from enhancing and utilizing the abilities of all individuals to their fullest extent practical within the framework of our business environment. United Cerebral Palsy of Greater Sacramento is committed to the goal of equal employment opportunity and affirmative action for all qualified persons regardless of their race, color, religion, age, sex, marital status, sexual orientation, national origin disability or veteran status. Although we continue to make progress there is still work to be done in this important endeavor.

To ensure that United Cerebral Palsy of Greater Sacramento's commitment to equality is carried out, United Cerebral Palsy of Greater Sacramento is implementing the following:

1. Laurie Gwinn is the designated Equal Employment Opportunity/Affirmative Action Plan ("EEO/AAP Officer"). The EEO/AAP Officer will be responsible for reviewing each of the following personnel actions in order to monitor conformance with company EEO/AAP policies and objectives: recruitment, interview, selection, promotion, training, education tuition assistance, lay-off, demotion, discipline, transfer, and terminations. The EEO/AAP Officer has programs, records, and reports to comply with all government regulations, and with the goals and objectives of our equal employment opportunity and affirmative action plan.

2. Action oriented programs will be implemented with the goal of increasing the number of women and minorities in positions where United Cerebral Palsy of Greater Sacramento has determined an underutilization to exist.

We have maintained a leadership role through our efforts in the area of affirmative action and are proud of our record. The participation of women and minorities in management by promotion and employment will continue to be emphasized so that they may be given the opportunity to contribute to the *success* and *profitability* of United Cerebral Palsy of Greater Sacramento.

It is my hope that all employees of United Cerebral Palsy of Greater Sacramento will continue to approach this responsibility with the sensitivity and human concern they have demonstrated in the past.

Sincerely,

A handwritten signature in black ink, appearing to read "Doug Bergman", is written over a large, stylized circular flourish.

Doug Bergman
Chief Executive Officer