To: Idaho Power Employees and Applicants

Subject: Equal Employment Opportunity Policy

Idaho Power is committed to the best and fairest utilization of available human resources and to providing equal employment opportunities. I am reaffirming this commitment and reminding all employees and applicants that these objectives are reflected in all aspects of our daily operations. We continue to recruit, hire, train (including apprenticeship training), compensate, promote, and make personnel decisions without regard to race, color, religion, national origin, sex (including pregnancy), age, sexual orientation, gender identity, genetic information, veteran status, physical or mental disability, marital status, and any other status protected by applicable federal and state laws.

Every effort will be made to ensure all employment decisions, company programs, and personnel actions are administered in conformance with the principle of providing equal employment opportunities. Idaho Power is committed to maintaining a work environment where employees and applicants are not subjected to discrimination or harassment on any basis, including disability or status as a protected veteran. Additionally, retaliation (including intimidation, threats, or coercion) because an employee or applicant has objected to discrimination; engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing; or has otherwise sought to obtain his/her legal rights under any federal, state, or local EEO law, including laws regarding individuals with disabilities or protected veterans, is prohibited. We are all responsible for supporting this objective.

Idaho Power develops an affirmative action program each year to support the advancement of minorities, women, individuals with disabilities, and protected veterans, which is consistent with the company’s commitment and meets its obligation as a federal contractor. Employees and applicants are invited to self-identify as a minority, protected veteran, or an individual with a disability (IWD). To make this declaration or to review our Affirmative Action Plans, please contact Sean Gatfield, Senior Human Resources Professional and the company’s Equal Employment Opportunity Coordinator, between the hours of 8:00 am and 5:00 pm, Monday through Friday at our corporate headquarters located at 1221 West Idaho St. Boise, Idaho. Sean is charged with the responsibility of implementing and maintaining the program consistent with the legal requirements, monitoring our procedures to meet our policy objectives, and establishing and maintaining an internal audit and reporting system to allow for effective measurement of the company’s program. Sean may be reached by calling 208-388-5856 or by sending an email to sgatfield@idahopower.com.
Just as we all share the responsibility for meeting the challenges of our business objectives, each of us must also assume a leading role in making Equal Employment Opportunity work effectively for Idaho Power.

Sincerely,

[Signature]

Darrel Anderson

President and CEO