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## STATEMENT OF NONDISCRIMINATION

Delaware County Electric Cooperative, Inc., has filed with the Federal Government a Compliance Assurance in which it assures the Rural Utilities Service (RUS), an agency of the U.S. Department of Agriculture, that it will comply with all requirements of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973 and the Age of Discrimination Act of 1975, and the Rules and Regulations of the Department of Agriculture issued thereunder, to the end that no person in the United States shall on the ground of race, color, national origin, handicap, or age be excluded from participation and be denied the benefits of, or be otherwise subjected to discrimination in the conduct of its program and the operation of its facilities.

Under this Assurance, this organization is committed not to discriminate against any person on the grounds of race, color or national origin in its policies and practices relating to treatment of beneficiaries and participants in any meeting of beneficiaries and participants or the exercise of any rights of such beneficiaries and participants in the conduct of the operation of this organization.

The person responsible for coordinating this organization's nondiscrimination compliance efforts is, Gregory J. Starheim, General Manager. Any person who believes himself or any specific class of individuals to be subjected by this organization to discrimination prohibited by Title VI of the Act and Rules, and Regulations issued thereunder may, by himself or a representative, file with the Secretary of Agriculture, Washington, DC 20250, or this organization, or all, a written complaint. Such complaint must be filed no later than 180 days after their alleged discrimination or by such later date to which the Secretary of Agriculture or the Rural Utilities Service (RUS) extends the time for filing. Identity of complaints will be kept confidential except to the extent necessary to carry out the purposes of the Rules and Regulations.

05/04