

STATEMENT OF THE PRESIDENT

Equal Employment Opportunity is not only our Company policy, but is our Company philosophy. Having long embraced the principle, I personally renew and reaffirm this commitment to equal opportunity in employment by pledging to ensure that all employees and applicants are afforded equal opportunities in all aspects of employment including hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training.

Mid America Health is aware of its obligations as a government contractor to effect an Affirmative Action Program, actively to seek out minority and female applicants for employment, to provide required training and orientation, to give equal consideration to those employed without regard to race, sex, religion, color, age national origin, or physical or mental disabilities. The company will take affirmative action to employ and advance in employment disabled persons, qualified disabled veterans of the Vietnam era at all levels of employment.

The Vice President of Human Resources will serve as the Equal Employment Opportunity Officer assigned the responsibility for executing the equal opportunity policy through our executives and officers, who are in turn responsible for ensuring the implementation of the affirmative action program. The program will be consistent with the Company principles outlined above, tailored to the business and community needs and opportunities.

The attainment of Equal Employment Opportunity at Mid America Health requires our full support and continuing dedication. Each of us should accept his or her clear responsibility in this effort. Each executive and officer will be responsible for attainment of our affirmative action objectives.

Patrick Murphy
President