



Wellspring follows an equal opportunity employment policy that guarantees employment opportunities, training, promotion and work environment to be free of any discrimination based on race, color, religion, age, weight & height, gender, gender identity, sexual orientation, marital status, national origin, ethnic background, handicap, disease, or veteran status.

This policy also applies to Wellspring's use of consultants and contractors, and in Wellspring's contact with any constituencies and the general public.

This policy was amended, then reviewed and approved by the Wellspring Board of Directors on June 7, 2000.