ATTACHMENT A

NOTICE TO ALL EMPLOYEES

The following notice is being posted pursuant to the terms of a Consent Decree reached between the parties in EEOC v. Muskegon River Youth Home, Inc. filed in the United States District Court for the Western District of Michigan, Civil Action No. 1:12-CV-01049.

Federal law requires that employers, including Muskegon River Youth Home, provide equal employment opportunity in all operations and employment practices, and ensure that there shall be no discrimination against any employee or applicant for employment on the grounds of race, color, religion, sex, pregnancy, national origin, age, disability, or genetic information.

Pursuant to Title VII of the Civil Rights Act of 1964, it is unlawful for an employer to discriminate against an employee because the employee is pregnant. Title VII also prohibits retaliation against any employee who files a charge of discrimination, who opposes unlawful activity, or who cooperates in the investigation of a charge or otherwise exercises his or her rights under Title VII.

Any employee who believes that s/he has suffered discrimination on the basis of race, color, religion, sex, pregnancy, national origin, age, disability, or genetic information, or has been retaliated against because s/he has engaged in activity protected by these laws has the right to contact the EEOC directly at 1-800-669-4000. In compliance with federal law, Muskegon River Youth Home will not retaliate against an employee who makes an internal complaint of discrimination or who contacts the EEOC or its state counterpart, the Michigan Department of Civil Rights.

This Notice shall remain posted for the term of ten years, until October 22, 2022.

Muskegon River Youth Home, Inc.

By: _____ Date 11/7/12