



POLICY STATEMENT 2026

Helios Healthcare LLC is an equal opportunity employer and is committed to equal consideration and treatment of all employees and applicants. HH will provide equal opportunity to all persons without regard to race, color, religion, sex or gender (including pregnancy, child birth and related conditions), marital status, sexual orientation, physical or mental disability, medical condition (cancer or genetic condition), age (40 or older), national origin or ancestry, Veteran status, appearance (personal and gender) or any other characteristic which is protected by federal, state, or local law. This policy will be adhered to in all decisions affecting:

Recruiting	Overtime	Compensation
Employment Advertising	Working Conditions	Benefits
Hiring	Transfers	Layoff and Recall
Job Assignments	Promotions	Recreational Programs
Training	Employee Treatment	Termination and Rehire

and all other terms, conditions, and privileges of employment.

All decisions on employment and promotions must be made solely on the individual's qualifications for the job in question and the feasibility of any necessary job accommodations.

Dawn Capp, Senior Director of Human Resources & Labor Affairs, has been designated Equal Employment Opportunity Coordinator for Helios Healthcare. Inquiries concerning the application of Federal and State Laws and Regulations should be referred to her. She is responsible for administering program progress and initiating corrective action when it is appropriate.

It is the responsibility of the Facility Management Team, including all supervisors, to give this policy full support through active cooperation, inspirational leadership, and personal example. All Helios supervisors shall exert determined and sustained effort in support of the policies stated in Helios' Equal Opportunity and Affirmative Actions Programs. The objective of these programs is, whenever possible, to actively recruit and include for consideration for employment members of minority groups, females, and those with physical or mental disabilities.

This statement is being posted to provide all employees with knowledge of Helios' commitment to assure equal employment opportunity. This statement will be reaffirmed and updated annually.

Derek J. Dobbins
President

1/5/2026

Date