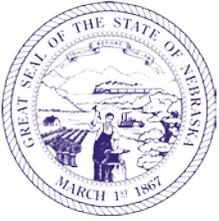


STATE OF NEBRASKA



Dave Heineman
Governor

MILITARY DEPARTMENT
Daryl L. Bohac
Director
Joint Force Headquarters
2433 NW 24th Street
Lincoln, Nebraska 68524-1801
Phone: 402-309-8210

28 February 2014

MEMORANDUM FOR Employees of Nebraska Military Department and Members of the Nebraska National Guard

FROM: NGNE-TAG

SUBJECT: Military Department (MIL 01-001-14) Affirmative Action Policy Statement

1. I am committed to ensuring the maximum utilization of all human resources regardless of race, gender, religion, color, national origin, age, marital status, or special needs. The fundamental and compelling purpose behind the Nebraska Military Department's Affirmative Action Program is to ensure the employment and retention of qualified minority and female employees.
2. This affirmative action policy is to ensure that minorities and women are provided genuine opportunities for advancement and professional self-fulfillment based on skill, knowledge, ability and merit. Affirmative Action Program effectiveness is dependent upon our supervisors who are charged with the responsibility for its implementation.
3. Supervisors at all levels shall pursue actions necessary to support affirmative action and ensure the Department is comprised of capable, motivated, and professional personnel who are encouraged to develop and use their talents to the utmost of their abilities. The Nebraska Military Department is committed to the concept that people are our greatest asset. Fair and equal treatment of each person forms the basis of increasing personnel cohesion and productivity.
4. This policy is approved for distribution to all employees of Nebraska Military Department and members of the Nebraska National Guard.
5. The points of contact for this policy are the State Equal Employment Manager at (402) 309-8111 or the State Human Resources Manager at (402) 309-8172.
6. This policy supersedes Military Department Policy (MIL 01-001-13), dated 6 May 2013.
7. This policy will be reviewed NLT 31 August 2015 for verification or proposed changes by the policy proponent. This policy will stay in effect unless superseded or rescinded. Interim changes to this policy will not become official until they are vetted through appropriate authority, reviewed and authorized the change.

A handwritten signature in blue ink, appearing to read "D. Bohac".

DARYL L. BOHAC
Major General
The Adjutant General