

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

This Equal Employment Opportunity Policy reaffirms the policy and commitment of the Company to providing equal employment opportunities for all employees and job applicants. It has been and will continue to be a fundamental policy of the Company, not to discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or protected veteran status, with respect to recruitment, hiring, training, promotion and other terms and conditions of employment. The Company ensures that all employment decisions are based only on valid job requirements. In addition, the Company will comply with all applicable federal, state, and local laws.

Sharon McGinnis, Vice President – Human Resources & Safety, has been appointed as Affirmative Action Administrator with responsibility to maintain and implement our Affirmative Action Plan and to ensure that the coordination, direction and review of equal employment opportunity policies, practices and programs are accomplished. Sharon McGinnis will also be responsible for making reports to senior Company management on our equal employment efforts on a periodic and continuing basis.

It is a violation of Company policy for any employee to engage in any harassment including sexual harassment. Complaints of harassment of any type, including sexual harassment, should be brought to Sharon McGinnis' attention.

Employees and applicants shall not be subjected to harassment, including sexual harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance evaluation, hearing, or any other related activity;
3. Opposing any act or practice made unlawful by these laws;
4. Exercising any other right protected by these laws or implementing regulations.

Further, all complaints of discriminatory treatment in violation of this policy should be brought to the attention of Sharon McGinnis, Vice President - Human Resources & Safety at (845) 486-5769 so that an internal investigation may be undertaken and any necessary appropriate corrective action may be taken. Employees and applicants will be protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation based on violation of this policy.

As part of this Equal Employment Opportunity Policy, Central Hudson will not condone or permit retaliation that is taken or threatened towards any employee who has complained or is considering complaining concerning discriminatory treatment or harassment. Any employee who feels they have been retaliated against by a member of management as a result of filing a complaint or threatening to file a complaint alleging discriminatory action or harassment shall notify Sharon McGinnis at (845) 486-5769. A prompt investigation and appropriate corrective action, if warranted, shall take place. If an employee does not feel his or her concerns were adequately addressed through the investigation conducted by Sharon McGinnis the employee may report these concerns or claims of retaliation to our General Counsel, Joseph B. Koczko, Esq. The employee should send a registered letter to Mr. Koczko, c/o Central Hudson Gas & Electric Corporation, 284 South Avenue, Poughkeepsie, New York 12601 describing the particulars about the situation.

We must all realize that it is the responsibility of each and every employee of Central Hudson Gas & Electric Corporation to give our policy of equal employment opportunity real meaning and full support.



Charles A. Freni - President and Chief Executive Officer