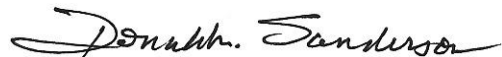

Nondiscrimination Policy
Hillsdale County Community Foundation
(As of January 1, 2015)

The Hillsdale County Community Foundation follows an equal opportunity employment policy and employs personnel without regard to race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, pregnancy, veteran status, military obligations, and marital status. This policy applies to hiring, internal promotions, training, opportunities for advancement, and terminations.

Adopted by the Board of Directors: January 6, 2015



Board Secretary