

## **NOTICE TO ALL APPLICANTS AND EMPLOYEES**

### Requesting Accommodations

LG&E and KU Energy LLC makes reasonable accommodations for individuals with disabilities who are otherwise qualified to perform a job unless such accommodations would impose an undue business hardship.

If you need a reasonable accommodation for any part of the employment process, please email our Human Resources department at **LGEKUaccommodation@lge-ku.com** or call 502-627-2410, and let us know the nature of your request and contact information. Please note that only those inquiries concerning a request for reasonable accommodation will be responded to from this e-mail address and phone number.

### Inspection of AAP

LG&E and KU Energy LLC is a Federal government contractor or subcontractor.

As a part of our obligations under law, we must develop a written Affirmative Action Program for Individuals with Disabilities and for Disabled Veterans, Recently Separated Veterans, Armed Forces Service Medal Veterans and Other Protected Veterans as specified by law.

This AAP is available for inspection by applicants and employees in the Human Resources Office during normal business hours.

### Policy Statement

LG&E and KU Energy LLC has posted its Equal Employment Opportunity Policy Statement and otherwise published its Equal Employment Opportunity/Affirmative Action Policy. Incorporated by reference into that policy, as required by regulations covering certain military veterans and individuals with disabilities, is the following additional provision for such persons.

Employees and applicants shall not be subjected to 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 activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (VEVRAA), or any other Federal, state or local law requiring equal opportunity for special disabled veterans, veterans of the Vietnam Era, recently separated veterans, or other protected veterans, or related to the administration of section 503 of the Rehabilitation Act of 1973, as amended or other Federal, state or local law requiring equal opportunity for disabled persons; or (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for veterans covered by these laws or made unlawful by Section 503 or its implementing regulations in this part of any other Federal, state or local law requiring equal opportunity for disabled persons; or (4) Exercising any other right protected by VEVRAA or its implementing regulations in this part or other right protected by section 503 or its implementing regulations in this part.

See also LG&E and KU Energy LLC's Harassment/Sexual Harassment Policy covering all employees and forbidding harassment on account of disability or status as covered veteran as well as sex, race, color, religion, national origin, age, marital status, political affiliation or sexual orientation.