



Human Resources
1000 E. 41st St.
Sioux Falls, SD 57105
605-322-7850
Fax: 605-322-7868

June 3, 2019

Avera.org

US NUCLEAR REGULATORY REGION I
611 RYAN PLAZA DR STE 1000
ARLINGTON, TX 76011

40-16571-01
030-11252

To Whom it May Concern,

This letter is being sent by Avera Health, acting on behalf of its sponsored hospitals and other affiliated companies (including, but not limited to, Avera McKennan, Avera St. Luke's, Avera Queen of Peace, Sacred Heart Health Services, d/b/a Avera Sacred Heart Hospital, Avera St. Mary's, Avera Marshall, St. Benedict Health Center, Avera St. Anthony's Hospital, Avera Holy Family, Avera@Home, and Avera Health Plans, Inc.) (hereafter collectively "Avera").

Avera is a covered federal contractor (or subcontractor) and must comply with certain affirmative action efforts. Also, pursuant to 41 CFR § 60- 300.44(f)(i)(ii), implementing 38 U.S.C. § 4212, a portion of the Vietnam Era Veterans Readjustment Assistance of 1974, and 41 CFR § 60-741.44(f)(i)(ii), implementing Section 503 of The Rehabilitation Act of 1973; our Company must send you written notification of our affirmative action efforts on behalf of protected veterans and individuals with disabilities.

Avera expects all of its subcontractors, suppliers, and vendors to comply with all of their applicable obligations under Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. §4212 or any other law requiring equal opportunity for disabled persons, and other protected veterans. Further, the equal employment opportunity clauses set forth in 41 CFR §60-1.4(a), 41 CFR 60-300.5(a) and 41 CFR §60-741.5(a) are hereby incorporated by reference into all of the transactions between our companies.

We appreciate your cooperation in our effort to fully comply with these Federal requirements.

Thank you.

Sincerely,

Kim Jensen, SPHR/SHRM- SCP
Chief Human Resources Officer
Avera Human Resources

PUBLIC

- Immediate Release
- Normal Release

NON-PUBLIC

- A.3 Sensitive-Security Related
- A.7 Sensitive Internal
- Other: _____

Reviewer: RET Date: 6-19-19