



102 S MAIN ST • P.O. BOX 158 • DANVILLE, IOWA 52623 • 319/392-4251 FAX 319/392-4949

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### **Important Non-Discrimination Statement – Please read**

It is Danville Telecom's policy to facilitate equal access to broadband internet access service. In accordance with Federal regulations, Danville Telecom is prohibited from engaging in policies or practices, not justified by genuine issues of technical or economic feasibility, that differentially impact consumers' access to broadband internet access service based on their income level, race, ethnicity, color, religion or national origin, or are intended to have such differential impact. The person responsible for coordinating Danville Telecom's nondiscrimination compliance efforts is Karen Palar. Any individual, or specific class of individuals, who feels that this organization has subjected them to discrimination may file a written complaint with this organization at [office@danvilleteleco.net](mailto:office@danvilleteleco.net).

Danville Telecom is a recipient of federal financial assistance from the U.S. Department of Agriculture (USDA). In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible Agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at How to File a Program Discrimination Complaint and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by: (1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410; (2) fax: (202) 690-7442; or (3) email: [program.intake@usda.gov](mailto:program.intake@usda.gov).

USDA is an equal opportunity provider, employer, and lender.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Timothy J. Fencil', is written over a blue circular stamp.

Timothy J. Fencil – General Manager/CEO