



STATE OF NORTH CAROLINA
DEPARTMENT OF TRANSPORTATION

ROY COOPER
GOVERNOR

J. ERIC BOYETTE
SECRETARY

Exhibit A

NOTICE TO EMPLOYEES

Under the Age Discrimination in Employment Act of 1967, as amended:

It is an unlawful employment practice for an employer:

- (1) to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his/her compensation, terms, conditions, or privileges of employment, because of such individual's age or retaliation.
- (2) to limit, segregate, or classify its employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his/her status as an employee, because of such age.

NORTH CAROLINA DEPARTMENT OF TRANSPORTATION will not engage in any of the above acts or practices.

NORTH CAROLINA DEPARTMENT OF TRANSPORTATION will not discriminate or retaliate in any manner against any person because of opposition to any practice declared unlawful under the Age Discrimination in Employment Act of 1967, as amended, or because of the filing of a charge, the giving of testimony or assistance, or the participation in any investigation, proceeding, or hearing under the Age Discrimination in Employment Act of 1967, as amended.

NORTH CAROLINA DEPARTMENT OF TRANSPORTATION is an Equal Opportunity Employer.

DocuSigned by:

A handwritten signature in black ink, appearing to read "J. Eric Boyette", written over a horizontal line.

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J. Eric Boyette, Secretary

10/8/2020

Date