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Equal Employment Opportunity/Affirmative Action and Diversity Policy

VCS Inc. is an Equal Opportunity Employer (EOE). VCS Inc. is a non-profit organization that seeks to be welcoming to people from all different walks of life. With this in mind, all employment and employment decisions are based on merit and qualifications for the job without regard to, race, creed, skin color, national origin, sexual orientation, military status, gender, disability, predisposing genetic characteristics, marital status, or domestic violence victim status, or any other classification protected by law. VCS values and promotes diversity as a strategic advantage. In this regard, VCS is committed to promoting a work environment in which differences are respected, employees are treated fairly and individual contributions are valued and rewarded. We believe that the perspectives offered by employees from many different backgrounds not only strengthen the Company and provide greater innovation and creativity, but also enable it to respond to consumer needs in our constantly changing service-provider environment.

Implementation

Whenever employment decisions are made, VCS is committed to advertising for and interviewing with people from diverse communities. VCS has signed contracts and collaborations with Latino, Haitian and African American communities and does notify these communities whenever there is an opportunity for employment. The VCS commitment to diversity in the work place and equal employment opportunity is implemented under the direction of the Executive Director.