

**RESOLUTIONS OF THE BOARD OF DIRECTORS
LIFEWORKS SERVICES, INC.**

September 2026

TITLE VI PROGRAM PLAN: A Resolution endorsing the Lifeworks 2026 Title VI Program Plan

WHEREAS, the Lifeworks Services, Inc. ("Lifeworks") under the Title VI and the Civil Rights Act of 1964, is committed to a Title VI Program that prohibit discrimination by/from Lifeworks based on race, color, or national origin.

WHEREAS, Lifeworks must establish a Title VI Program that meets Federal Transit Administration (FTA) guidelines (Circular 4702), as stated and provided in the Lifeworks Services, Inc. MnDOT data management system, known as BlackCat, requires the following compliance elements:

- Notification to the Public of their rights under Title VI of the Civil Rights Act;
- A Complaint Procedures and Complaint Form;
- A list of the transit-related Title VI Investigations, Complaints, and Lawsuits;
- A Public Participation Program;
- A Language Assistance Plan to ensure reasonable access to information for those with Limited English Proficiency;
- A chart of the minority status of members of any non-elected decision-making board and/or committees;
- Title VI training program for staff; and
- Governing Body/Organizational Body Resolution adopting Title VI Program Plan.

NOW THEREFORE, BE IT RESOLVED that Lifeworks will follow the Title VI Program Plan compliance elements to ensure all passengers and staff are treated equally.

BE IT FURTHER RESOLVED that Lifeworks shall review and adopt or update all Title VI Program requirements every three (3) years. Said adoption or updates will include a public comment period for input in program plan.

BE IT FURTHER RESOLVED Lifeworks Board of Directors authorizes the President/CEO and/or Chief People Officer to implement and oversee compliance of the Lifeworks 2026 Title VI Program.

I hereby certify that the above resolutions were duly passed by the Board of Directors of Lifeworks as of the date above shown.

A blue ink signature of John Abbott is written over a horizontal line. The signature is stylized and cursive.

John Abbott, Board Chair

9/29/2026

Date