

EQUAL EMPLOYMENT OPPORTUNITY AND NON-DISCRIMINATION

McCownGordon Construction is committed to ensuring that all current and prospective associates are afforded equal opportunities and treatment. The Company provides equal employment opportunities in accordance with all federal, state and local laws for all without discrimination based on race, color, religion, sex, national origin, age, citizenship, [marital and family status,] veteran status, disability (mental and/or physical), genetic information, sexual orientation, ancestry, or any other status protected by applicable law.

The Company will ensure that employment decisions are made and administered in a nondiscriminatory manner. Employment decisions include but are not limited to recruitment, advertising, hiring, layoffs, termination, placements, compensation promotion, demotion, training, and company sponsored educational, social and recreational programs and events.

The Company provides reasonable accommodation upon request for qualified individuals with known disabilities, unless undue hardship would result. Such reasonable accommodation will be provided to enable such individuals to: 1) apply for employment; 2) perform the essential functions of their jobs; and 3) to enjoy the other terms, conditions and privileges of employment. Request for accommodation should be made to the Director of Human Resources. All requests for accommodation will be treated confidentially to the extent possible for effective analysis and administration of the request. The Company also provides reasonable accommodation upon request for associates' religious practices and observances, unless undue hardship would result. McCownGordon may exercise the right to require documentation concerning the need for any requested accommodation.

Any breach of this policy should be reported immediately to the Corporate Compliance Officer. Any conduct of any associate in violation of this policy will result in disciplinary action, up to and including termination of employment.