



### III. EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

This is to affirm McNamara Contracting's policy of providing equal opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of Federal Executive Order 11246, state and local governing bodies or agencies thereof, specifically Minnesota Statute 363.

McNamara Contracting will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, sex, disability, Vietnam era veteran or disabled veteran status, age, marital status, affectional preference, ancestry or status with regard to public assistance, or sexual orientation.

McNamara Contracting will take affirmative action to ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to, the following; hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship.

McNamara Contracting will use its best efforts to afford minority and female business enterprises with the maximum practicable opportunity to participate in the performance of subcontracts for construction projects that it engages in.

McNamara Contracting will commit the necessary time and resources, both financial and human, to achieve the goals of equal employment opportunity and affirmative action.

McNamara Contracting, Inc encourages all present employees to refer minority group and female members for employment. Information and procedures with regard to referring minority and female applicants will be discussed upon request.

McNamara Contracting fully supports incorporation of non-discrimination and Affirmative Action rules and regulation into contracts.

McNamara Contracting, Inc., will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these Affirmative Action objectives, as well as other established criteria. Any employee of this company, or subcontractor of this company, who does not comply with the Equal Employment Opportunity policies and procedures, as set forth in this statement and plan, will be subject to disciplinary action. Any subcontractor not complying with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of the federal, state and local governing bodies or agencies thereof, specifically Minnesota Statute 363, will be subject to appropriate legal sanctions.

McNamara Contracting has appointed Mike McNamara to manage the Equal Employment Opportunity program. His responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action Program, as required by federal, state and local agencies. The chief executive officer of McNamara Contracting will receive and review reports on the progress of this program. If any employee or applicant for employment believes that he/she has been discriminated against, please contact Mike McNamara, McNamara Contracting, Inc., 16700 Chippendale Avenue, Rosemount, Minnesota 55068, or call him at 651-322-5500.



4/16/18

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Mike McNamara, President

Date