



Allan Myers – Equal Employment Opportunity Statements – 2023

Company EEO Policy Statement

Allan Myers fully supports Equal Employment Opportunity as outlined in Executive Order 11246, as amended, and all other applicable laws. It is our continuing policy to provide all applicants for employment and all employees with an equal opportunity by ensuring that all decisions and actions affecting initial screening and hiring, as well as ongoing terms and conditions of employment, shall be made without regard to an individual's race, religion, gender, sexual orientation, gender identity, national origin, age, marital status, creed, religious persuasion, political belief, veteran's status, disability (unless it cannot be reasonably accommodated to enable the employee to perform the essential functions of his/her position), or any other protected status as defined by law.

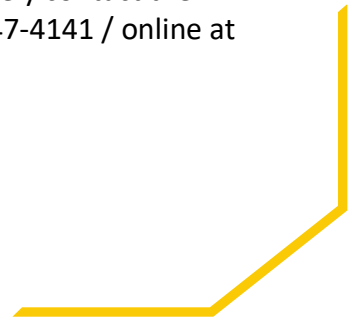
Through its lawful Affirmative Action efforts, our company encourages employment and advancement opportunities for females, members of minority groups, veterans, and individuals with disabilities in career areas in which these individuals have been underutilized.

Allan Myers's Equal Employment Opportunity Policy applies to all actions and decisions affecting employment, including but not limited to recruitment or recruitment advertising, hiring, training, promotions, demotions, transfers, rates of pay, benefits, recreational programs, layoffs, recalls, terminations, and selection for training, including apprenticeship, pre-apprenticeship, and on-the-job training.

The Corporate Sr. Human Resource Manager has been designated as the Company's EEO Officer with responsibility for the full implementation of this policy of Equal Employment Opportunity and for auditing and reporting on the progress of the Company's Affirmative Action Program. Every manager and supervisor of Allan Myers is responsible for carrying out this Equal Employment Opportunity Policy and every employee is responsible for complying with it. Additionally, every subcontractor of our Company shall be informed of this policy and encouraged to share in our commitment to Equal Employment Opportunity.

Allan Myers also prohibits retaliation against any employee who reports an incident that the employee in good faith and reasonably believes is discrimination or harassment or who participates in an investigation of such report. Retaliation against a fellow employee for reporting discrimination or harassment or for participating in an investigation regarding alleged discriminatory or harassing behavior is a serious violation of Allan Myers's policy. Retaliation is tantamount to harassment and any employee engaged in retaliation will be subject to disciplinary action.

Any employees believing, they have been subject to discrimination should immediately contact their supervisor, regional Human Resources, or the confidential Ethics Hotline at 1-877-847-4141 / online at <http://allanmyers.ethicaladvocate.com>



Notice encouraging employees to refer minority, woman, and veteran applicants for employment

We encourage the help of all employees in referring minority, women, and veteran applicants for employment. If you know a minority, woman, or veteran who is seeking employment, please refer them to your regional EEO Officer, please see contact information below.

Notice informing employees of available training programs and entrance requirements

We are participating in an On-the-Job training program for the heavy-highway construction industry. If you are interested in developing a skill in a craft, please contact Allan Myers University at 610-222-3241. The team will explain the program to you in detail. The only requirement is that you have the desire and ability to develop a skill in the craft in which you are interested.

Complaint Procedures

Allan Myers is committed to providing the best possible working conditions for its employees. Part of this commitment is encouraging an open and frank atmosphere in which any employee problem, complaint, suggestion, or question receives a timely response. No employee will be penalized for voicing a good faith complaint in a manner that is consistent with Allan Myers's conduct policies. If an employee feels they have been treated in a manner that is unfair, they should report the concern to their supervisor, Human Resources, or the confidential Ethics Hotline at 1-877-847-4141 / online at <http://allanmyers.ethicaladvocate.com>.

Work Environment Statement

Allan Myers has a longstanding commitment to a work environment that respects the dignity and worth of each individual. Unlawful harassment creates conditions that are wholly inconsistent with this commitment. The purpose of the policy set forth below is not to regulate the personal morality of employees, but rather to foster a work environment that is free from all forms of harassment, whether that harassment is because of an individual's race, religion, gender, sexual orientation, gender identity, national origin, age, disability, marital status, veteran's status, or any other protected status as defined by law. Discriminatory Harassment is Prohibited.

Discriminatory harassment, including sexual harassment, will not be tolerated by Allan Myers. This policy applies to all harassment occurring in the work environment, whether on Company premises or in any Company related setting and applies regardless of the gender of the individuals involved. This policy covers all employees of Allan Myers, applicants for employment and third parties and vendors over whom Allan Myers has control.

Any employees believing, they have been subject to harassment should immediately contact their supervisor, regional Human Resources, or the confidential Ethics Hotline at 1-877-847-4141 / online at <http://allanmyers.ethicaladvocate.com>.

Certification of non-segregated facilities

Allan Myers certifies that all facilities and company activities are non-segregated except that separate or single-user toilet and necessary changing facilities shall be provided to ensure privacy.



Allan Myers will continue to make the EEO policy known to the employment entities with whom we deal and in our employment opportunity announcement that employees and applicants for employment will be hired, upgraded, promoted or advanced, demoted, transferred, recruited, laid-off or terminated, compensated and trained without regard to their individual's race, religion, gender, sexual orientation, gender identity, national origin, age, marital status, creed, religious persuasion, political belief, veteran's status, disability (unless it cannot be reasonably accommodated to enable the employee to perform the essential functions of his/her position), or any other protected status as defined by law. We will request the cooperation of the entities with whom we deal to assist our company in meeting its EEO obligations. It is also the policy of this company to provide reasonable accommodations for qualified disabled individuals.

Notice identifying company and regional EEO Officers by name and contact information:

The Corporate EEO Officer is Chris Yurick, he may be contacted at:

1805 Berks Road, Worcester, PA 19490

610-222-3160 – office

chris.yurick@allanmyers.com

The Regional EEO Officer is Nate Brenneman, he may be contacted at:

1805 Berks Road, Worcester, PA 19490

610-584-3389 – office

nathan.brenneman@allanmyers.com

The PA/NJ EEO Officer is Samantha Herbein, she may be contacted at:

1805 Berks Road, Worcester, PA 19490

610-222-3243 – office

samantha.herbein@allanmyers.com

The DE/MD EEO Officer is Bobby Jo Andrews, she may be contacted at:

2011 Belair Road, Fallston, MD 21047

410-776-2027 – office

bobbyjo.andrews@allanmyers.com

The Materials EEO Officer is Ellen Murray, she may be contacted at:

638 Lancaster, Avenue, Malvern, PA 19355

610-222-3191 – office

ellen.murray@allanmyers.com



The NOVA EEO Officer is Ken Jacobsen, he may be contacted at:

301 Concourse Blvd Ste 300, Glen Allen, VA 23059

804-290-8521 – office

ken.jacobsen@allanmyers.com

The SOVA EEO Officer is Courtney Durrett, she may be contacted at:

301 Concourse Blvd Ste 300, Glen Allen, VA 23059

804-290-8532 – office

courtney.durrett@allanmyers.com

