

Policy Statement on Equal Employment Opportunity for Protected Veterans

As the Chief Executive Officer of Allan Myers, I am committed to the principles of equal employment opportunity for all persons, including protected veterans. Allan C. Myers, one of our company founders, was a veteran; and we are grateful for his service and the service of all protected veterans.

It is Allan Myers's continuing policy to provide all applicants for employment and all employees with 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, protected veteran status, disability (unless it cannot be reasonably accommodated to enable the employee to perform the essential functions of the position), or any other protected status as defined by law. Further, as required by law, Allan Myers encourages employment and advancement opportunities for protected veterans.

In support of these principles, 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. Allan Myers's policies are designed 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, protected veteran status, or any other protected status as defined by law. Discriminatory harassment is Prohibited.

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 who has engaged in retaliation will be subject to disciplinary action.

Consistent with Allan Myers's principles of equal employment opportunity and as required by law, Allan Myers has developed an affirmative action plan specific to qualified protected veterans. It is designed to ensure that our actions and decisions affecting employment are made without regard to protected veteran status. These actions and decisions, include, but are 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. Allan Myers prohibits harassment of employees and applicants due to veteran's status, and will conduct training to try and prevent any harassment or discrimination before it occurs. Consistent with its policies, Allan

Myers prohibits retaliation against any employee and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing regarding Allan Myers's employment practices or otherwise seeking to obtain their legal rights under any Federal, State or local law requiring equal employment opportunity for protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

Portions of Allan Myers's Affirmative Action Plan Regarding Protected Veterans is available for inspection by any employee or applicant for employment upon request, during normal business hours, in Allan Myers' office in your region:

- PA/NJ Construction: 1805 Berks Road, Worcester, PA 19490
- Materials: 638 Lancaster Ave, Malvern, PA 19455
- DE/MD Construction: 2011 Belair Road, Fallston, MD 21047
- VA Construction: 301 Concourse Blvd. Ste 300, Glen Allen, VA 23059

Allan Myers Sr. Human Resources Manager, Chris Yurick, is the Corporate Equal Employment Opportunity (EEO) Officer for Allan Myers. The EEO Officer will conduct internal audits and implement a reporting system that tracks and measures the effectiveness of this Affirmative Action Plan.

I thank you in advance for your support of our principles of equal employment opportunity for all persons, including veterans.



A. Ross Myers, CEO