



C. W. MATTHEWS CONTRACTING CO., INC.

DRAWER 970

MARIETTA, GEORGIA 30061

TELEPHONE (770) 422-7520

FAX (770) 422-1068

January 1, 2015

STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

It is the policy of this Company to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, national origin, age or disability. Such action shall include; employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training. Applicants are not guaranteed employment and C. W. Matthews Contracting Company reserves the right to reject any applicant for employment based on lawful reasons.

It is also the policy of C.W. Matthews Contracting Co., Inc. that equal employment opportunity shall be afforded all qualified persons without regard to race, religion, color, sex, national origin, age, disability, veteran status or any other protected class status in accordance with all applicable federal, state and local laws, and to maintain a work environment free of all harassment, including but not limited to sexual or racial, which creates a hostile, intimidating or offensive employment situation. This shall be applicable to all employment matters, including those relating to hiring, employment, upgrading, promotion, demotion, transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training, and shall cover all salaried and hourly paid positions and employees in the office and the field.

The Company is committed to maintaining a work environment that is free of unlawful conduct. In keeping with this commitment, we will not tolerate harassment, discrimination or the unlawful treatment of employees by anyone, including any supervisor, co-worker, vendor, client or customer of the Company. No one has authority to engage in such conduct.

Furthermore, it is the policy of this Company, when applicable to our operations, to make every effort to abide by the regulations as required by the Civil Rights Act of 1964 and 1991, Executive Order 11246, Rehabilitation Act of 1973, the Vietnam Era Veterans Readjustment Assistance Act of 1974, and the Americans with Disabilities Act of 1990.

A copy of this Statement of Equal Employment Opportunity Policy shall be furnished to all officials and employees of this Company and to all our subcontractors and major suppliers and shall be posted at our offices and other bases of operation. This policy will be applied to every phase of employee recruitment, including employment agencies, labor organizations and advertising. All subcontractors are required to accept and abide by this policy.

To assure implementation of the above policy, Mr. Ray A. Rodriguez, Division Vice President, 1600 Kenview Drive, Marietta, Georgia 30061, (770)422-7520, is designated, in addition to other duties, the Equal Employment Opportunity Officer. You may contact Mr. Rodriguez with any questions regarding this policy.

C.W. MATTHEWS CONTRACTING CO., INC.

A handwritten signature in blue ink, appearing to read 'Daniel P. Garcia'.

Daniel P. Garcia
President

A handwritten signature in black ink, appearing to read 'Ray A. Rodriguez'.

Ray A. Rodriguez
Division VP HR/Risk Management/EEO Officer