



Michels Corporation ("Company") provides equal employment opportunity to all employees and  
applied  
and is not intended to be construed as a contract. This policy applies to the hiring, promotion, transfer, discipline, termination, and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with the Company.

The Company is committed to ensuring that any Human Resources activity or action impacting terms

A handwritten signature in black ink is located at the bottom left of the page. The signature is stylized and appears to be "P. J. Michels".

Michels Energy Group, Inc. ("Company") provides equal employment opportunity to all employees and applicants. The Company prohibits discrimination and harassment on the basis of race (including hairstyle or texture), creed, color, religion, sex (including pregnancy, childbirth, and related medical conditions), age, national origin/ancestry, disability, military and veteran status, sexual orientation, gender identity or expression, marital status, familial status, genetic information (including family medical history), work-related injury, arrest and conviction record, use of public assistance, local human rights commission activity, work authorization status, or any other characteristic protected by federal, state or local law. The policy also applies to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms dot-46-3.9 (nt-46-3nt-42.43 (r)-4 pe)9. (r)-42 (r)7 (m)-46-1. C9) (a)-.uletr c(e)9.2 (r)-3

The Company is interested in qualified job applicants. All employees are urged to refer qualified job candidates, including women, minorities, and those with disabilities, to the Company. In seeking referrals of

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A handwritten signature in black ink, appearing to be "John Doe", written over a horizontal line.



It is the Company's intention that all actions and decisions will support the spirit of this Policy and program. It is incumbent upon every employee to do the same. The Company does not tolerate retaliation or threats of retaliation against anyone who raises a concern under this policy or who assists with an

Mountain Tunnel Constructors, Inc. ("Company") provides equal employment opportunity to all employees and applicants. The Company prohibits discrimination and harassment on the basis of race (including hairstyle or texture), creed, color, religion, sex (including pregnancy, childbirth, and related medical conditions), age, national origin/ancestry, disability, military and veteran status, sexual orientation, gender identity or expression, marital status, familial status, genetic information (including family medical history), work-related injury, arrest and conviction record, use of public assistance, local human rights commission activity, work authorization status, or any other characteristic protected by federal, state or local law. The policy also applies to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with the Company.

The Company is committed to ensuring that any Human Resources activity or action impacting terms and conditions of employment, including recruiting, hiring, placement, formal or informal training (such as on-the-job training, co-op programs, apprenticeships and management trainee programs), job classifications, work assignments, transfers, assignment of overtime hours, promotion, lay-off, recall and termination and other related programs are provided fairly to all persons. Similarly, all salaries, wages and benefit programs will be administered in conformity with this Policy. The Company encourages each employee to develop their skills so that they can achieve their fullest potential. Therefore, we encourage all employees to continually seek opportunities to upgrade their skills and job knowledge and to ask their supervisor about training programs that might be appropriate for the goal of furthering their career path.

