

Equal Employment Opportunity/Affirmative Action Policy Statement

Michels Trenchless, 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, sex, sexual harassment, and family rights commission activity, work authori(um)-4.6(a)-1.7ma.9 (m)

) and is posted at all offices and job sites. On EEO



M. A. Elliott

Equal Employment Opportunity/Affirmative Action Policy Statement

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 en

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Albert E. Smith