



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Objective

Ames Construction (“Ames”) is an equal opportunity employer. In accordance with anti-discrimination law, it is the purpose of this policy to enforce these principles and mandates. Ames prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, physical or mental disability, medical condition (including cancer and genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity, gender expression, age, sexual orientation, veteran and/or military status, protected medical leaves, domestic violence victim status, political affiliation, and any other status protected by state or federal law. Ames conforms to all applicable laws and regulations.

Scope

The policy of equal employment opportunity (EEO) applies to all aspects of the relationship between Ames and its employees, including recruitment, recruitment advertising, hiring, employment, pre-apprenticeship, apprenticeship, promotion, demotion, transfer, on or off the job training, layoff or termination, working conditions, wages and salary administration or other forms of compensation, employee benefits, and application of policies.

Affirmative Action

Ames and one or more of its subsidiaries are federal contractors or subcontractors subject to Title VII of the Civil Rights Act of 1964, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (“Section 4212”) and Section 503 of the Rehabilitation Act of 1973, as amended (“Section 503”). As such, it is Ames’s policy to take affirmative action to employ, advance in employment, and otherwise treat qualified minorities, women, protected veterans, and individuals with disabilities without regard to their race/ethnicity, sex, veteran status, or physical or mental disability. Ames also will provide reasonable accommodation to the known physical or mental limitations of qualified individuals with disabilities unless the accommodation would impose undue hardship on the operation of the Company's business.

Dissemination and Implementation of Policy

The officers of Ames will be responsible for the dissemination of this policy. Directors, managers and supervisors are responsible for implementing equal employment practices within each department. The HR department is responsible for overall compliance, including monitoring all EEO activities and reporting the effectiveness of the Affirmative Action Plan as required by Federal, State, and Local agencies, and will maintain records compliant with applicable laws and regulations.

Procedures

Ames administers our EEO policy fairly and consistently by:

- Posting all required notices regarding employee rights under EEO laws in areas highly visible to employees.
- Advertising for job openings with the statement that Ames is an equal opportunity employer.
- Posting all required job openings with the appropriate state agencies.
- Forbidding retaliation against any individual who files a charge of discrimination, opposes a practice believed to be unlawful discrimination, reports harassment, or assists, testifies or participates in an EEO agency proceeding.
- Requires employees to report any apparent discrimination or harassment to a member of management, an HR representative, general counsel, or the Compliance Reporting Helpline (800-495-5605).

Written Affirmative Action Plans are available for review by employees and applicants for employment by making a request with Human Resources.



Justin Gabrielson
Chief Executive Officer & Chief Operating Officer
Ames Construction