



ANNUAL EEO REVIEW

2026

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.

Scop

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

ANTI-DISCRIMINATION & ANTI-HARASSMENT POLICY

Ames Construction is committed to providing a professional work environment free from discrimination and harassment, including discrimination and harassment based on a protected category, and an environment free from retaliation for participating in any protected activity covered by this policy. Ames is committed to providing equal employment opportunities to all employees and applicants for employment. Accordingly, we have adopted and maintain this anti-discrimination policy designed to encourage professional and respectful behavior and prevent discriminatory and harassing conduct in our workplace. We will implement appropriate corrective action(s), up to and including formal discipline, in response to misconduct—including violations of Ames Construction’s anti-discrimination policy—even if the violation does not rise to the level of unlawful conduct.

Ames Construction prohibits discrimination or harassment based on the following categories: 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 (40 years and over), sexual orientation, veteran and/or military status, protected medical leaves (requesting or approved for leave under the Family and Medical Leave Act or the California Family Rights Act), domestic violence victim status, political affiliation, hair style and hair texture, and any other status protected by state or federal law. In addition, Ames Construction prohibits retaliation against a person who engages in activities protected under this policy. Reporting, or assisting in reporting, suspected violations of this policy and cooperating in investigations or proceedings arising out of a violation of this policy are protected activities under this policy.

All employees are expected to assume responsibility for maintaining a work environment that is free from discrimination, harassment and retaliation. Employees are encouraged to promptly report conduct that they believe violates this policy so that we have an opportunity to address and resolve any concerns. Managers and supervisors are required to promptly report conduct that they believe violates this policy. We are committed to responding to alleged violations of this policy in a timely and fair manner and to taking appropriate action aimed at ending the prohibited conduct.

Scope of Protection

This policy applies to Ames Construction applicants and employees (co-workers, supervisors, managers, and third-parties with whom employees come into contact, such as contractors and volunteers). In addition, this policy extends to conduct with a connection to an employee’s work, even when the conduct takes place away from Ames Construction’s premises, such as a business trip or business-related social function.

Discrimination

Discrimination is defined as the unequal treatment of an employee or applicant in any aspect of employment, including discrimination based solely or in part on a protected category. Protected categories include 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. Discrimination also includes unequal treatment based upon an association with a member of these protected classes.

Discrimination may include, but is not necessarily limited to: hostile or demeaning behavior towards applicants or employees because of their protected category; allowing a protected category to be a factor in hiring, promotion, compensation or other employment related decisions unless otherwise permitted by applicable law, and providing

unwarranted assistance or withholding work-related assistance, cooperation, and/or information to applicants or employees because of their protected category.

Harassment

Harassment is defined as disrespectful or unprofessional conduct based on any of the protected categories listed above. Harassment can be:

- Verbal (such as slurs, jokes, insults, epithets, gestures, or teasing);
- Visual (such as the posting or distribution of offensive posters, symbols, cartoons, drawings, computer displays, or emails); or
- Physical conduct (such as physically threatening another person, blocking someone's way, making physical contact in an unwelcome manner, etc.).

Harassment becomes unlawful where:

- Enduring the offensive conduct becomes a condition of continued employment, or
- The conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Sexual Harassment

Sexual harassment is one type of harassment prohibited by this policy. Sexual harassment is defined as harassment based on sex or conduct of a sexual nature, and includes harassment based on sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity or gender expression. It may include all of the actions described above as harassment, as well as other unwelcome sex-based conduct, such as unwelcome or unsolicited sexual advances, requests for sexual favors, conversations regarding sexual activities, or other verbal or physical conduct of a sexual nature. Sexually harassing conduct need not be motivated by sexual desire and may include situations that began as reciprocal relationships, but that later cease to be reciprocal.

Sexual harassment is generally categorized into two types:

1. **Quid Pro Quo Sexual Harassment ("this for that")**
 - Submission to sexual conduct is made explicitly or implicitly a term or condition of an individual's employment.
 - Submission to or rejection of the conduct by an employee is used as the basis for employment decisions affecting the employee.
2. **Hostile Work Environment**

Conduct of a sexual nature or on the basis of sex by any person in the workplace that unreasonably interferes with an employee's work performance and/or creates an intimidating, hostile or otherwise offensive working environment. Examples include:

 - Unwelcome sexual advances, flirtation, teasing, sexually suggestive or obscene letters, invitations, notes, emails, voicemails or gifts.
 - Sex, gender or sexual orientation-related comments, slurs, jokes, remarks or epithets.
 - Leering, obscene or vulgar gestures or making sexual gestures.
 - Displaying or distributing sexually suggestive or derogatory objects, pictures, cartoons, or posters or any such items.
 - Impeding or blocking movement, unwelcome touching or assaulting others.
 - Any sexual advances that are unwelcome as well as reprisals or threats after a negative response to sexual advances.
 - Conduct or comments consistently targeted at one gender, even if the content is not sexual.

**Reporting**

Ames Construction requires employees to report all incidents of discrimination, harassment or sexual harassment to a member of management, an HR representative, general counsel, or the Compliance Reporting Helpline (800-495-5605), whether they are witness or bystander to an incident or the object of the harassing or discriminatory behavior. Ames investigates all complaints of harassment and discrimination promptly and fairly, and, when appropriate, takes immediate corrective action to stop the harassment and prevent it from recurring. Appropriate disciplinary action will be taken against anyone who violates this policy. Based on the seriousness of the offense, disciplinary action is up to and including termination of employment. If investigations reveal other people were discriminated against, corrective measures will extend to all affected parties.

Aside from the Company's internal process, employees may choose to pursue formal legal remedies or resolution through local, state or federal agencies or the courts.

Retaliation

Retaliation is defined as any adverse employment action taken against an employee because the employee engaged in activity protected under this policy. Protected activities may include, but are not limited to, reporting or assisting in reporting suspected violations of this policy and/or cooperating in investigations or proceedings arising out of a violation of this policy. Anyone who is found to have violated this aspect of the policy will be subject to disciplinary action up to and including termination of employment.

Confidentiality

All complaints and investigations are treated confidentially to the extent possible, and information is disclosed strictly on a need-to-know basis. The identity of the complainant is usually revealed to the parties involved during the investigation, and HR will take adequate steps to ensure that the complainant is protected from retaliation during and after the investigation. All information pertaining to a complaint or investigation under this policy will be maintained in secure files within Human Resources.



CODE OF CONDUCT

Ames Policy Statement

- All employees are expected to know and must comply with this Code.
- Any officer, partner, director, or employee violating this Code is subject to discipline, which may include demotion or dismissal.
- All employees have a duty to report all suspected violations of the Code or other potentially unethical behavior by anyone, including officers, directors, partners, employees, agents, clients, subcontractors and suppliers, to your immediate supervisor or through any of the other reporting options provided herein.
- Employees in management positions are accountable for their own conduct and the conduct of those reporting to them. Each management employee is expected to inform those reporting to them about this Code and take all necessary steps to ensure compliance with this Code.
- No employee has the authority to direct, participate in, approve or tolerate any violation of the Code by anyone.
- Any employee who has questions about the application of this Code should consult his/her immediate supervisor, Senior Vice President, Compliance Officer, Corporate Compliance Officer, the Human Resources Director as applicable, or an attorney in the Ames Legal Department or anonymously through the compliance helpline.

Our Commitment

In support of core values, each employee, officer, and director of an Ames Company, and each agent, consultant, and worker engaged by Ames commits to abide by this Code. Each of those persons also commits to abide by all the policies referenced in the Code that are relevant to that person. Violations will be cause for corrective action, which may result in disciplinary action up to and including termination of employment or services.

This Code has been prepared as a working guide and not as a technical legal document. Thus, it will not provide an all-inclusive answer to specific questions. If any employee has doubts regarding a questionable or uncertain situation, that employee should immediately contact his or her supervisor, Senior Vice President, Compliance Officer, Corporate Compliance Officer, an attorney in the Ames legal department, the Human Resources Director as applicable, or anonymously through the Compliance Reporting Helpline at 1-800-495-5605.

Obey the Law

We will conduct our business in accordance with all applicable laws and regulations.

Act Ethically

We will conduct our business in accordance with the highest standards of ethics. Most ethical problems can be avoided by exercising common sense. The following statements are potential examples of unethical conduct:

- Well, maybe just once...
- No one will ever know.
- It doesn't matter how it gets done as long as it gets done.
- It sounds too good to be true.
- Everyone does it...
- Shred that document.
- We can hide it.
- This will destroy the competition.
- We didn't have this conversation.
 - When you encounter these situations, ask yourself: Is what I'm doing legal? What would you tell your child to do? How would you feel if your friends, family and neighbors knew what you were doing? How would this look in the newspaper?



Promote a Positive, Open, Safe, Non-Discriminatory, and Ethical Work Environment

We will provide and promote a positive and ethical work environment while respecting others, and performing to the highest standards.

At Ames we care about our coworkers and take seriously our responsibility to keep each other safe on the job. We expect you to do the same and speak up when you see someone working in an unsafe manner. If you see something, say something.

We will provide a workplace where everyone is respected and appreciated. We will respect diversity. We will comply with all applicable anti-discrimination laws wherever we do business, and the requirements of our harassment and discrimination policies.

We Strive for Quality in All That We Do

Our people will provide quality service and products to our customers as required by Contract, our policy and/or, good industry standard. Our reputation for quality work will never be compromised by unethical decision-making.

Protecting the Environment

Being a responsible corporate entity includes having respect for the environment. The Ames Environmental Policy aims to ensure that everyone works in compliance with all federal, state, and local laws. Adherence to the environmental policy also includes avoiding any concealment of any improper discharge, release, or disposal of regulated materials.

Avoid Conflicts of Interest

Directors, officers, employees, agents, consultants and contract workers have a duty to advance the interests of the Company. A conflict of interest occurs whenever a person's private interests are not aligned with, or appear to be inconsistent with, the interests of the Company. This includes anything with the appearance of a "kickback".

In addition, you must avoid any relationship, influence, or activity that might impair, or even appear to impair your ability, or the ability of any government representative or agent to make objective and fair decisions when performing your job. You must not use Company property or information for personal gain.

Recordkeeping

Transactions between an Ames Company and its clients, subcontractors and suppliers must be promptly and accurately recorded in accordance with generally accepted accounting practices and principles.

You must not misrepresent facts in Company records or falsify Company records. Costs incurred on one project must not be charged to another project, unless expressly permitted by contract and applicable law.

Public Disclosures

We are committed to full, fair, accurate, timely, and understandable disclosure in all public communications. Those disclosure obligations apply to all persons who have any responsibility for preparing, drafting, reviewing, signing or certifying the information contained in such reports. This requires operating in an environment of open communication, while not compromising confidentiality concerns.

Competition and Antitrust Laws

In all of your dealings with competitors, teaming agreements, joint ventures, exclusive subcontracting, (including, but not limited to, pricing, bid/no bid, marketing strategies. you must be familiar with applicable competition and anti-trust laws that apply to those activities. If you are involved with proposals, bid preparations, or contract negotiations, you must be certain that all statements, communications, and representations to prospective clients are accurate and truthful.



Political Contributions and Activities

In the United States, federal law prohibits corporations from donating corporate funds, goods, or services, directly or indirectly, to candidates for federal office or federal officials. This includes employee's work time. Local and state laws also govern political contributions and activities as they apply to their respective jurisdictions.

Favorable treatment must not be sought, received, or given in exchange for furnishing or receiving gratuities. We must avoid acts that might give the appearance that such favorable treatment was sought, received or given. We will not tolerate any violation of applicable law related to gifts, gratuities, and business courtesies (foreign or domestic).

Confidential Information

Confidential information includes all information, whether technical, business, financial, or otherwise, concerning the Company that the Company treats as confidential or secret, and that is not readily available or made available publicly.

You must keep that information protected and secured. You must not disclose that information to anyone without proper authorization or use that information for anything other than its intended purpose.

Use of Assets

You are responsible for the proper use of property, information resources, materials, facilities, credit cards, expenses, time-reporting, cash and bank accounts, and equipment belonging to the Company, our subcontractors, suppliers, and clients. You must use and maintain these assets with care and respect, guarding against waste and abuse.

Use of Electronic Communications

Electronic communications of any type, in addition to oral or written communications, must be conducted in accordance with this Code.

Contract Payment and Claims

Ames has built a reputation for honesty in every interaction and transaction, including changes and pay requests. As an Ames employee, you agree that payments received by the client accurately reflect the value of the goods or services as required by the contract, and do not knowingly contain false information.

Disadvantaged Business Enterprises and Small Business

We will not discriminate based on race, color, national origin, or sex in the hiring of suppliers and subcontractors. We are committed to full compliance with government sponsored opportunity programs such as the US DOT DBE program and various state and local DBE initiatives.

We also fully embrace the US government's longstanding commitment to provide small business subcontractors the maximum practical opportunities to participate in federal construction projects.

Compliance Assessments

- Ames performs assessments at the area office and project level by the compliance group.
- Compliance results are reported on a quarterly basis to the Ames Corporate Compliance Committee. This committee includes Ames executives.

Anti-Human Trafficking, Modern Day Slavery

We reject any form of modern day slavery including forced labor, debt bondage, forced marriage and trafficking; child labor; or other labor exploitation in our activities.



Business Courtesy

Our employees, contractors, and third parties will not engage in activities like bribery, corruption, or offering or accepting gifts that could be perceived as influencing business decisions, with a strong emphasis on transparency and reporting any potential issues.

Reporting Unethical Conducts or Violations

All complaints will be investigated with care and discretion.

As an Ames employee, it is your obligation to report all suspected or actual violations of the law or this Code immediately to your supervisor. This applies to suspected conduct, regardless of the identity of position of the suspected offender. You may also report your concerns to your immediate supervisor, Senior Vice President, Compliance Officer, Corporate Compliance Officer, an attorney in the Ames legal department, the Human Resources Director as applicable, or anonymously through the Compliance Reporting Helpline (1-800-495-5605).

Compliance Reporting Helpline

You may report a violation anonymously by calling the Compliance Reporting Helpline: **1-800-495-5605**

You may also report a violation by email, QR Code or online at:

- reportaconcern@amesco.com; or,
- amesconstruction.navexone.com



ACCOMMODATIONS

Disabilities

Ames ensures that all individuals are provided with equal employment opportunities without regard to disability. A qualified individual with a disability will be afforded the same opportunity to compete in the workplace based upon the same performance standards and requirements expected of persons who are not disabled.

When an individual with a disability needs accommodation to perform their job, Ames will consider under appropriate circumstances whether a reasonable accommodation exists that will enable the individual to perform the essential functions of the job. Determining whether a reasonable accommodation is appropriate is an individualized process. Decisions will be made on a case-by-case basis, depending upon the individual involved and the essential functions of the job in question. No specific form of accommodation is guaranteed for all individuals with a disability.

The responsibility for seeking a reasonable accommodation begins with the employee. If an employee believe that a disability is preventing them from receiving equal employment opportunities, it is an employee's responsibility to inform their supervisor or Human Resources and to request a reasonable accommodation. Upon notification that a disability may exist, Ames may need information from physician(s) or other health care provider(s) to determine whether an appropriate reasonable accommodation can be implemented. This is an interactive process that requires participation by Ames and the employee. Although Ames cannot guarantee that it will provide the accommodation that is most desired by the employee, Ames will do its part to ensure that individuals with disabilities have an equal opportunity to compete in the workplace with those who are not disabled.

Pregnancy Related

In accordance with state laws, Ames will provide reasonable accommodations for employees' and applicants' known limitations related to pregnancy, miscarriage, childbirth, and related conditions. These rights include:

- New employees upon hire; and
- Any employee who has informed the Company of a pregnancy, within 10 days.

It is an employee's responsibility to inform their supervisor or Human Resources and to request a reasonable accommodation. The request process will follow the disabilities request process.

Religion

Ames respects the religious beliefs and practices of all employees and will make, on request, an accommodation for such observances when a reasonable accommodation is available that does not create an undue hardship on the company's business.

An employee whose religious beliefs or practices conflict with his or her job, work schedule, or with Ames's policy or practice on dress and appearance, or with other aspects of employment, and who seeks a religious accommodation must submit a written request for the accommodation to his or her immediate supervisor. The written request will include the type of religious conflict that exists and the employee's suggested accommodation.

The immediate supervisor will evaluate the request considering whether a work conflict exists due to a sincerely held religious belief or practice and whether an accommodation is available that is reasonable and that would not create an undue hardship on Ames's business. An accommodation may be a change in job, using paid leave or leave without pay, allowing an exception to the dress and appearance code that does not affect safety requirements, or for other aspects of employment. Depending on the type of conflict and suggested accommodation, the supervisor may confer with his or her manager and with the Human Resource Director. The supervisor and employee will meet to discuss the request and decision on an accommodation.



TRAINING & DEVELOPMENT

Ames recognizes that our employees are the most important resource and is committed to the training and development of all employees and applicants to enable them to meet their aspirations and reach their full potential.

Ames offers Union Apprenticeship and Department of Labor approved training programs, based on office/project location.

For additional information and entrance requirements, contact the Area HR Department or Corporate HR Department by email (hr@amesco.com or amesbenefits@amesco.com) or phone (952-435-7106).

EMPLOYEE REFERRALS

Ames encourages employees to refer qualified applicants to apply for available positions. Ames' Equal Employment Opportunity (EEO) commitment also strongly encourages employees to refer qualified individuals with disabilities and protected veterans.

Employees can give referral information to their supervisor or refer them Human Resources. When an employee refers someone directly to the company, the applicant should list the employee's name as a referral source.

Ames periodically offers on-the-job training opportunities. These training programs are designed for those with no experience or a limited amount of experience in one of the construction trades. Please refer applicants to your supervisor or Human Resources.



ANNUAL EEO REVIEW

Project:		Date:	
Location:		Conducted By:	

Equal Employment Opportunity, Anti-Discrimination & Anti-Harassment, Code of Conduct, Accommodations, Training & Development, Employee Referrals

By signing below, I acknowledge that I have received training on Ames Construction's Equal Employment Opportunity, Anti-Discrimination and Anti-Harassment, and Code of Conduct Policies. I affirm my commitment to:

- Assume responsibility for maintaining a work environment that is free from discrimination, harassment and retaliation;
- Know and comply with the Code of Conduct; and
- Report any apparent discrimination, harassment, retaliation, or potential violation of the Code of Conduct to a member of management, an HR representative, general counsel, or the Compliance Reporting Helpline (800-495-5605).

ACKNOWLEDGEMENT

Employee Name:	Employee Signature:



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