

ALLAN MYERS' COMMITMENT TO EQUAL OPPORTUNITY



POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY FOR PERSONS WITH DISABILITIES

As the Chief Executive Officer of Allan Myers, I am committed to the principles of equal employment opportunity for all persons, including persons with disabilities.

It is Allan Myers's continuing policy to provide all applicants for employment and all employees with equal opportunity by ensuring that all decisions and actions affecting initial screening and hiring, as well as ongoing terms and conditions of employment, shall be made without regard to an individual's race, religion, gender, sexual orientation, gender identity, national origin, age, marital status, creed, religious persuasion, political belief, veterans status, disability (unless it cannot be reasonably accommodated to enable the employee to perform the essential functions of the position), or any other protected status as defined by law. Further, through lawful Affirmative Action efforts, Allan Myers encourages employment and advancement opportunities for females, members of minority groups, veterans, and individuals with disabilities in career areas in which these individuals have been underutilized.

In support of these principles, Allan Myers has a longstanding commitment to a work environment that respects the dignity and worth of each individual. Unlawful harassment creates conditions that are wholly inconsistent with this commitment. Allan Myers's policies are designed to foster a work environment that is free from all forms of harassment, whether that harassment is because of an individual's race, religion, gender, sexual orientation, gender identity, national origin, age, disability, marital status, veterans status, or any other protected status as defined by law. Discriminatory Harassment is Prohibited.

Allan Myers also prohibits retaliation against any employee who reports an incident that the employee in good faith and reasonably believes is discrimination or harassment or who participates in an investigation of such report. Retaliation against a fellow employee for reporting discrimination or harassment or for participating in an investigation regarding alleged discriminatory or harassing behavior is a serious violation of Allan Myers's policy. Retaliation is tantamount to harassment and any employee engaged in retaliation will be subject to disciplinary action.

Consistent with Allan Myers's principles of equal employment opportunity and affirmative action, Allan Myers has developed this affirmative action plan specific to persons with disabilities. It is designed to ensure that our actions and decisions affecting employment are made without regard to disability status. These actions and decisions, include, but are not limited to: recruitment or recruitment advertising, hiring, training, promotions, demotions, transfers, rates of pay, benefits, recreational programs, layoffs, recalls, terminations, and selection for training, including apprenticeship, pre-apprenticeship, and on-the-job training. Allan Myers will also provide qualified applicants and employees who are persons with disabilities with needed reasonable accommodations, as required by law, and will ensure that all employment decisions are based only on valid job requirements. Allan Myers prohibits harassment of employees and applicants due to disability status, and will conduct training to try and prevent any harassment or discrimination before it occurs. Consistent with its policies, Allan Myers prohibits retaliation against any employee and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing regarding Allan Myers's employment practices or otherwise seeking to obtain their legal rights under any Federal, State or local law requiring equal employment opportunity for persons with disabilities. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

Allan Myers's Affirmative Action Plan Regarding Persons with Disabilities is available for inspection by any employee or applicant for employment upon request, during normal business hours, in Allan Myers office in your region:

PA/NJ Construction: 1805 Berks Road, Worcester, PA 19490

Materials: 638 Lancaster Ave, Malvern, PA 19455

DE/MD Construction: 2011 Belair Road, Fallston, MD 21047

VA Construction: 301 Concourse Blvd. Ste 300, Glen Allen, VA 23059

Allan Myers Sr. Human Resources Manager, Chris Yurick, is the Corporate Equal Employment Opportunity (EEO) Officer for Allan Myers. The EEO Officer will conduct internal audits and implement a reporting system that tracks and measures the effectiveness of this Affirmative Action Plan, showing if any additional action is needed to meet Allan Myers's objectives.

I thank you in advance for your support of our principles of equal employment opportunity for all persons, including persons with disabilities.

A. Ross Myers, CEO

POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY FOR PROTECTED VETERANS

As the Chief Executive Officer of Allan Myers, I am committed to the principles of equal employment opportunity and affirmative action for all persons, including veterans. Allan C. Myers, one of our company founders, was a veteran; and we are grateful for his service and the service of all protected veterans.

It is Allan Myers's continuing policy to provide all applicants for employment and all employees with equal opportunity by ensuring that all decisions and actions affecting initial screening and hiring, as well as ongoing terms and conditions of employment, shall be made without regard to an individual's race, religion, gender, sexual orientation, gender identity, national origin, age, marital status, creed, religious persuasion, political belief, veterans status, disability (unless it cannot be reasonably accommodated to enable the employee to perform the essential functions of the position), or any other protected status as defined by law. Further, through lawful Affirmative Action efforts, Allan Myers encourages employment and advancement opportunities for females, members of minority groups, veterans, and individuals with disabilities in career areas in which these individuals have been underutilized.

In support of these principles, Allan Myers has a longstanding commitment to a work environment that respects the dignity and worth of each individual. Unlawful harassment creates conditions that are wholly inconsistent with this commitment. Allan Myers's policies are designed to foster a work environment that is free from all forms of harassment, whether that harassment is because of an individual's race, religion, gender, sexual orientation, gender identity, national origin, age, disability, marital status, veterans status, or any other protected status as defined by law. Discriminatory Harassment is Prohibited.

Allan Myers also prohibits retaliation against any employee who reports an incident that the employee in good faith and reasonably believes is discrimination or harassment or who participates in an investigation of such report. Retaliation against a fellow employee for reporting discrimination or harassment or for participating in an investigation regarding alleged discriminatory or harassing behavior is a serious violation of Allan Myers's policy. Retaliation is tantamount to harassment and any employee engaged in retaliation will be subject to disciplinary action.

Consistent with Allan Myers's principles of equal employment opportunity and affirmative action, Allan Myers has developed this affirmative action plan specific to qualified protected veterans. It is designed to ensure that our actions and decisions affecting employment are made without regard to veterans status. These actions and decisions, include, but are not limited to: recruitment or recruitment advertising, hiring, training, promotions, demotions, transfers, rates of pay, benefits, recreational programs, layoffs, recalls, terminations, and selection for training, including apprenticeship, pre-apprenticeship, and on-the-job training. Allan Myers prohibits harassment of employees and applicants due to veteran's status, and will conduct training to try and prevent any harassment or discrimination before it occurs. Consistent with its policies, Allan Myers prohibits retaliation against any employee and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing regarding Allan Myers's employment practices or otherwise seeking to obtain their legal rights under any Federal, State or local law requiring equal employment opportunity for protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

Allan Myers's Affirmative Action Plan Regarding Veterans is available for inspection by any employee or applicant for employment upon request, during normal business hours, in Allan Myers office in your region:

PA/NJ Construction: 1805 Berks Road, Worcester, PA 19490

Materials: 638 Lancaster Ave, Malvern, PA 19455

DE/MD Construction: 2011 Belair Road, Fallston, MD 21047

VA Construction: 301 Concourse Blvd. Ste 300, Glen Allen, VA 23059

Allan Myers Sr. Human Resources Manager, Chris Yurick, is the Corporate Equal Employment Opportunity (EEO) Officer for Allan Myers. The EEO Officer will conduct internal audits and implement a reporting system that tracks and measures the effectiveness of this Affirmative Action Plan, showing if any additional action is needed to meet Allan Myers's objectives.

I thank you in advance for your support of our principles of equal employment opportunity for all persons, including veterans.

A. Ross Myers, CEO

EQUAL EMPLOYMENT OPPORTUNITY STATEMENTS

Company EEO Policy Statement

Allan Myers fully supports Equal Employment Opportunity as outlined in Executive Order 11246, as amended, and all other applicable laws. It is our continuing policy to provide all applicants for employment and all employees with an equal opportunity by ensuring that all decisions and actions affecting initial screening and hiring, as well as ongoing terms and conditions of employment, shall be made without regard to an individual's race, religion, gender, sexual orientation, gender identity, national origin, age, marital status, creed, religious persuasion, political belief, veteran's status, disability (unless it cannot be reasonably accommodated to enable the employee to perform the essential functions of his/her position), or any other protected status as defined by law.

Through its lawful Affirmative Action efforts, our company encourages employment and advancement opportunities for females, members of minority groups, veterans, and individuals with disabilities in career areas in which these individuals have been underutilized.

Allan Myers's Equal Employment Opportunity Policy applies to all actions and decisions affecting employment, including but not limited to recruitment or recruitment advertising, hiring, training, promotions, demotions, transfers, rates of pay, benefits, recreational programs, layoffs, recalls, terminations, and selection for training, including apprenticeship, pre-apprenticeship, and on-the-job training.

The Corporate Sr. Human Resource Manager has been designated as the Company's EEO Officer with responsibility for the full implementation of this policy of Equal Employment Opportunity and for auditing and reporting on the progress of the Company's Affirmative Action Program. Every manager and supervisor of Allan Myers is responsible for carrying out this Equal Employment Opportunity Policy and every employee is responsible for complying with it. Additionally, every subcontractor of our Company shall be informed of this policy and encouraged to share in our commitment to Equal Employment Opportunity.

Retaliation is tantamount to harassment and any employee engaged in retaliation will be subject to disciplinary action.

Any employees believing, they have been subject to discrimination should immediately contact their supervisor, regional Human Resources, or the confidential Ethics Hotline at 1-877-847-4141 / online at <http://allanmyers.ethicaladvocate.com>

Notice encouraging employees to refer minority, woman and veteran applicants for employment

We encourage the help of all employees in referring minority, women, and veteran applicants for employment. If you know a minority, woman, or veteran who is seeking employment, please refer them to your regional EEO Officer, please see contact information below.

Notice informing employees of available training programs and entrance requirements

We are participating in an On-the-Job training program for the heavy-highway construction industry. If you are interested in developing a skill in a craft, please contact Allan Myers University at 610-222-3241. The team will explain the program to you in detail. The only requirement is that you have the desire and ability to develop a skill in the craft in which you are interested.

Complaint Procedures

Allan Myers is committed to providing the best possible working conditions for its employees. Part of this commitment is encouraging an open and frank atmosphere in which any employee problem, complaint, suggestion, or question receives a timely response. No employee will be penalized for voicing a good faith complaint in a manner that is consistent with Allan Myers's conduct policies. If an employee feels they have been treated in a manner that is unfair, they should report the concern to their supervisor, Human Resources, or the confidential Ethics Hotline at 1-877-847-4141 / online at <http://allanmyers.ethicaladvocate.com>.

Work Environment Statement

Allan Myers has a longstanding commitment to a work environment that respects the dignity and worth of each individual. Unlawful harassment creates conditions that are wholly inconsistent with this commitment. The purpose of the policy set forth below is not to regulate the personal morality of employees, but rather to foster a work environment that is free from all forms of harassment, whether that harassment is because of an individual's race, religion, gender, sexual orientation, gender identity, national origin, age, disability, marital status, veteran's status, or any other protected status as defined by law. Discriminatory Harassment is Prohibited.

Discriminatory harassment, including sexual harassment, will not be tolerated by Allan Myers. This policy applies to all harassment occurring in the work environment, whether on Company premises or in any Company related setting and applies regardless of the gender of the individuals involved. This policy covers all employees of Allan Myers, applicants for employment and third parties and vendors over whom Allan Myers has control.

Any employees believing, they have been subject to harassment should immediately contact their supervisor, regional Human Resources, or the confidential Ethics Hotline at 1-877-847-4141 / online at <http://allanmyers.ethicaladvocate.com>.

Certification of non-segregated facilities

Allan Myers certifies that all facilities and company activities are non-segregated except that separate or single-user toilet and necessary changing facilities shall be provided to ensure privacy.

Allan Myers will continue to make the EEO policy known to the employment entities with whom we deal and in our employment opportunity announcement that employees and applicants for employment will be hired, upgraded, promoted or advanced, demoted, transferred, recruited, laid-off or terminated, compensated and trained without regard to their individual's race, religion, gender, sexual orientation, gender identity, national origin, age, marital status, creed, religious persuasion, political belief, veteran's status, disability (unless it cannot be reasonably accommodated to enable the employee to perform the essential functions of his/her position), or any other protected status as defined by law. We will request the cooperation of the entities with whom we deal to assist our company in meeting its EEO obligations. It is also the policy of this company to provide reasonable accommodations for qualified disabled individuals.

Notice identifying company and regional EEO Officers by name and contact information:

Corporate EEO Officer
Chris Yurick
1805 Berks Road, Worcester, PA 19490
610-222-3160
chris.yurick@allanmyers.com

Materials EEO Officer
Cristin Mowrer
638 Lancaster, Avenue, Malvern, PA 19355
610-222-3159
cristin.mowrer@allanmyers.com

Regional EEO Officer
Nate Brenneman
1805 Berks Road, Worcester, PA 19490
610-584-3389
nathan.brenneman@allanmyers.com

NOVA EEO Officer
Ken Jacobsen
301 Concourse Blvd Ste 300,
Glen Allen, VA 23059
804-290-8521
ken.jacobsen@allanmyers.com

PA/NJ EEO Officer
Ashley Snyder
1805 Berks Road, Worcester, PA 19490
610-222-3432
ashley.snyder@allanmyers.com

SOVA EEO Officer
Courtney Durrett
301 Concourse Blvd Ste 300,
Glen Allen, VA 23059
804-290-8532
courtney.durrett@allanmyers.com

DE/MD EEO Officer
Bobby Jo Andrews
2011 Belair Road, Fallston, MD 21047
410-776-2027
bobbyjo.andrews@allanmyers.com

HELPLINE

Help us help you!

Ethical Advocate is one of the top services available to broaden communications between employees and their company. They have a helpline for you to get questions answered, report behavior, practices, or conditions which you believe may be illegal, unethical, or otherwise harmful to Allan Myers's business, customers, or employees. All reports are treated confidentially and you may choose whether or not to identify yourself when contacting them.

www.allanmyers.ethicaladvocate.com
Dial: 1-877-847-4141

We encourage each of our employees and business partners to come forward with questions or concerns about how we do business and ways to improve. All reports will be treated fairly and objectively. We will keep them in confidence and no employee will be criticized for raising issues or asking questions.

We want to hear from you about ways we can make our business better.

***Ethical Advocate is an independent service and is NOT part of Allan Myers's website or intranet system.*



MSDSonline

a velocityEHS solution

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