

## EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT

March 1, 2019

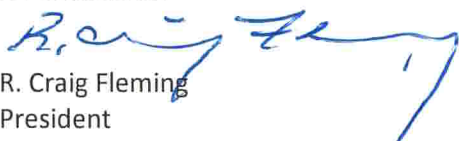
It is the policy of Dunn Construction (the Company) not to discriminate against any employee or applicant for employment on the basis of sex, race, color, religion, national origin, age, disability, gender identification, sexual orientation, or status as a protected veteran. It is also the policy of Dunn to take affirmative action to employ and to advance in employment, all persons regardless of their sex, race color, national origin, disability, genetic information, gender identification, sexual orientation, or status as a protected veteran and to base all employment decisions only on valid job requirements.

This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants of Dunn will not be subject to harassment on the basis of sex, race, color, national origin, disability, genetic information, gender identification, sexual orientation, or status as a protected veteran. Dunn will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination; engaged or may engage in filing a complaint; assisted in review, investigation, or hearings or have otherwise sought to obtain their rights under any federal, state, or local EEO law regarding discrimination on the basis of sex, race color, national origin, disability, genetic information, gender identification, sexual orientation, or status as a protected veteran status is prohibited.

As president of Dunn, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of Dunn, I have selected the Human Resources Director as the Equal Employment Opportunity (EEO) Officer for Dunn. One of the EEO Officer's duties is to maintain an internal audit and reporting system to allow for effective measurement of Dunn's programs.

In furtherance of Dunn's policy regarding Affirmative Action and Equal Employment Opportunity, Dunn has developed a written Affirmative Action Program for Individuals with Disabilities and Protected Veterans which sets forth the policies, practices, and procedures that Dunn is committed to in order to ensure that its policy of nondiscrimination and affirmative actions for women, minorities, individuals, with disabilities, and protected veterans is accomplished. Our Affirmative Action Program for Individuals with Disabilities and Protected Veterans is available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Human Resources Director's Office. Interested persons should contact Amber Kinney, Human Resources Director/EEO Officer at 205.510.0210 for assistance.

  
R. Craig Fleming  
President