

EQUAL EMPLOYMENT POLICY

Giambrone Construction, Inc. is an Equal Employment Opportunity Employer as a matter of law, ethics and good business practice. The Company provides equal opportunities and bases its employment decisions on sound business reasons without regard to race, religion, color, national origin, gender, age, disability, or on any other basis that would be in violation of any applicable ordinance or law. The Company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship.

Any employee with questions or concerns about this equal employment opportunity policy and its implementation in the workplace is encouraged to bring the matter to the attention of the Company's Equal Employment Opportunity officer, Patricia Giambrone. Employees found to be engaging in unlawful discrimination will be subject to appropriate disciplinary action up to and including discharge.