

AFFIRMATIVE ACTION PLAN FOR EQUAL EMPLOYMENT OPPORTUNITY AND UTILIZATION OF DISADVANTAGED BUSINESS ENTERPRISES

I. POLICY STATEMENT

It is the policy and practice of Newport Construction Corporation to take affirmative action in equal employment opportunity (EEO) practices. This action ensures that applicants and employees are treated equally without regard to their race, color, sex, age, religion, handicap, national origin or status as a Vietnam Veteran. Our Affirmative Action Plan will pervade all human resources practices including, but not limited to, recruiting, hiring, transfer, promotion, training compensation and benefits, recognition and all forms of employment termination.

Our commitment to the above conditions extends to equal employment opportunity for Disadvantaged Business Enterprises (DBE) and pertains to all agreements between the company and subcontractors, consultants, material suppliers, equipment lessors, manufacturers and regular dealers. It complies with Title VII of the Civil Rights Act of 1963, as amended by the Equal Opportunity Act of 1972, Executive Orders 11246 and 11375, the Equal Pay Act of 1963, the Age Discrimination Act of 1967, the Guidelines on Discrimination Because of Sex of 1980, the Americans with Disabilities Act of 1990 and 49 Code of Federal Regulations, Part 26.

Such action shall include, but not be limited to the following:

- A. Recruitment, advertising or solicitation for employment
- B. Employment, placement, upgrading, transfer, promotion or demotion
- C. Selection for training, including apprenticeship, pre-apprenticeship and/or on- the-job training
- D. Treatment during employment
- E. Rates of pay or other forms of compensation
- F. Layoff or termination
- G. Advertising and solicitation for DBE participation

The company recognizes that the effective application of a policy of merit employment involves more than just a policy statement. We will conduct a program to make it known that equal employment opportunities are available on the basis of individual merit. We will also encourage all persons to seek employment with the company and to strive for advancement on this basis. Further, that the company activities and facilities are non- segregated.

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