

EEO Policy Statement

Tindall is committed to Equal Employment Opportunity (“EEO”) and to compliance with all federal, state, and local laws that prohibit workplace discrimination and unlawful retaliation. Tindall strictly prohibits all discrimination on the basis of race, ancestry, color, age, national origin, ethnicity, religious creed or belief, physical or mental disability, marital or familial status, legally protected medical condition, genetic information, military or veteran status, sex (including pregnancy, childbirth, breastfeeding, or related medical condition), gender (including gender identity and gender expression), sexual orientation, citizenship status, protected activity (such as opposition to or reporting of prohibited discrimination or harassment), or any other status or classification protected by applicable federal, state, and/or local laws. Tindall will also make reasonable accommodations for disabled applicants and employees and for the sincerely held religious beliefs of applicants and employees depending upon individual circumstances.

Employees and applicants of Tindall will not be subjected to any form of harassment or discrimination for exercising rights protected by, or because of their participation in, an investigation or compliance review related to Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, or any other federal or state nondiscrimination law, rule, or regulation.

This commitment to EEO extends not only to employees of Tindall but also to independent contractors, trainees, apprentices, or any participant in a program to provide unpaid experience in the workplace or our business. This commitment extends to all areas of personnel actions, including but not limited to advertising, recruiting, hiring, training, evaluation, promotion, transfer, work assignments, accommodation requests, requests for leave, compensation, benefits, disciplinary actions, layoffs, discharges, terminations, participation in Tindall activities, programs, or events, or any other terms, conditions, or privileges of employment.

Furthermore, Tindall will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor’s legal duty to furnish information. 41 C.F.R. 60-1.35(c).

Every supervisor, manager, member of the HR Department, and employee must follow and adhere to this policy.

If you believe that you have been discriminated against in any manner as described above, you should notify your supervisor; department manager; Human Resources Manager or, as an alternative, the Vice President of Human Resources, or myself. Tindall will continue to direct its

management personnel to take such action as may be required to prevent behavior prohibited by this policy. All matters will be investigated and appropriate disciplinary action will be taken, up to and including termination of employment, if necessary. Retaliation against anyone who complains of or witnesses behavior contrary to this policy is also prohibited.

Tindall also maintains affirmative action programs (AAPs) to implement our EEO policy. Employees or applicants who wish to review appropriate portions of the AAPs for protected veterans and individuals with disabilities may schedule an appointment to do so by contacting their Human Resources Manager during normal business hours. The Vice President of Human Resources, oversees the day to day implementation and monitoring of this Affirmative Action Program. If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to be considered under our Affirmative Action Program, please contact the Director during regular business hours.

I fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all of the Company's personnel to attain our objective of equal employment opportunity for all.

Sincerely,

Greg Force, P.E., FPCI, FASCE
President & CEO