

**Williams Brothers Construction Company, Inc.**  
**“A SAFE COMPANY THAT PRODUCES SAFELY AND EFFICIENTLY”**  
**Equal Employment Opportunity Policy**

Williams Brothers Construction Co., Inc. is an equal opportunity employer and maintains a work environment free from unlawful discrimination.

**Equal Employment Opportunity:**

It is the policy of this company to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, national origin, age or disability. Such action shall include: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training. Equal encouragement is extended to all employees to prepare themselves to assume job responsibilities suitable to their individual abilities, talents, and interests.

All employees are encouraged to refer minority and female recruits for employment whenever hiring opportunities are available, regardless of race, religion, sex, color, national origin, age, disability, sexual orientation or gender identity. All employees are encouraged to request information on available training programs and the entrance requirements for each.

**To Carry out the Policy:**

Marc Anderson, E.E.O. Officer has been designated Equal Employment Opportunity Officer and bears primary responsibility for insuring the company's equal employment opportunity policies will be carried out. However, equal employment opportunity is the function and responsibility of all employees. Every employee is expected to join with Williams Brothers Construction Company, Inc. in resolving and pledging to promote equal employment throughout the Corporation's operations.

**E.E.O. Complaints:**

Any complaint of alleged discrimination by this company, its supervisors or employees, or any person or organization acting on behalf of this company should be reported immediately to the Equal Employment Opportunity Officer, Marc Anderson. Mr. Anderson can be reached at the Kirby office (713) 668-6788, located at 1550 Holmes Rd., Houston, Texas. The company will promptly investigate all complaints of alleged discrimination and will attempt to resolve such complaints. If investigation shows the complaint to be well founded, prompt and effective remedial action will be taken. Employees have the right to alternatively pursue a discrimination complaint with the Equal Employment Opportunity Commission (EEOC 1-800-669-4000) or the Texas Workforce Commission-Civil Rights Division (TWC-CRD 1-888-452-4778). The company, EEOC and TWC-CRD assure that the complainant shall be protected from any form of retaliatory action.

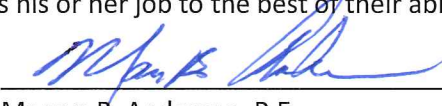
**Sexual Harassment Policy:**

It is the policy of Williams Brothers Construction Co., Inc. to ensure and maintain a working environment free of harassment, intimidation and coercion at all sites and in all facilities at which Williams Brothers Construction Co., Inc. employees are assigned to work. It is the responsibility of the Supervisor to ensure that all foremen and other on-site supervisory personnel are aware of and carry out Williams Brothers Construction Co., Inc. obligation to maintain such an environment.

**Team Work:**

All of us at Williams Brothers Construction Co., Inc. are part of a team. Each member has an important job to perform. We are only successful to the extent that each member performs his or her job to the best of their ability.

  
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Robert C. Lanham, Jr., P.E.  
President

  
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Marcus B. Anderson, P.E.  
EEO Officer

January 19, 2018