

<b>Abhe &amp; Svoboda, Inc.</b>	Rev. Date: 1/1/2023
<b>Corporate EEOC Policy</b>	Section: 1 Tab 1.8
Safety, Health and Environmental Program	Page I of 1

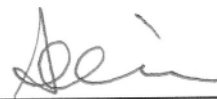
To All Employees,

Abhe & Svoboda, Inc. is an equal opportunity employer. It is the policy of Abhe & Svoboda, Inc. to ensure that applicants are employed and that employees are treated during employment without regard to age, race, color, religious creed, gender, marital status, sexual orientation, gender identity and transgender, national origin, disability, veteran status or any other personal characteristic determined to be a protected category under applicable federal or state law or as required by local ordinance. 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.

Our firm recognizes that taking affirmative action to assure equal employment opportunity for all individuals regardless of age, race, color, religious creed, gender, marital status, sexual orientation, gender identity and transgender, national origin, disability, veteran status or any other personal characteristic determined to be a protected category under applicable federal or state law or as required by local ordinance is a positive goal. We expect similar attitudes and efforts from the subcontractors with whom we are affiliated.

We have designated Tom Stockert, Chief Financial Officer of Abhe & Svoboda, Inc., as the Equal Employment Opportunity Officer (EEO Officer) for the implementation of our Affirmative Action Program. As EEO Officer, Tom Stockert has full authority and responsibility to administer and promote an active Company equal opportunity program. Among his responsibilities as EEO Officer are periodic visits to and inspections of job sites, periodic staff meetings, conducting EEO training sessions for employees who supervise field activity and any other action necessary to assure that our Equal Opportunity Policy is carried out effectively. The EEO Officer's overriding concern is with promoting the Company's EEO Program and assuring that policy goals are carried out effectively.

Employees with questions or concerns regarding any matters relating to Equal Employment Opportunity or our EEO Policy should call Tom Stockert, the EEO Officer, 1-800-786-2632 or 952-447-6025.



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Gail Svoboda  
President-Treasurer