

Equal Employment Opportunity and Affirmative Action Policies

This is to reaffirm the Stahl Construction Company/Tekton Construction Company policy of providing Equal Employment Opportunity (EEO) to all employees and applicants for employment in accordance with all applicable EEO/affirmative action (AA) laws, directives and regulations of Federal, State, and local governing bodies or agencies thereof including but not limited to Minnesota Statutes 363A, Minneapolis Ordinance 139, St. Paul Ordinance 183, and the MN WESA Act.

1. Through its responsible managers Stahl Construction Company/Tekton Construction Company recruits, hires, upgrades, trains, and promotes in all job titles without regard to race, color, creed, marital status, sexual orientation, familial status, ancestry, status with regard to public assistance, membership or activity in a local human rights commission, religion, sex, national origin, age, persons with a disability, or status as a special disabled veteran, or a veteran of the Vietnam Era, or any other legally protected class, except where an individual's disability is a bona fide occupational qualification.
2. Managers shall ensure that all personnel actions such as compensation, benefits, personal or family leave, layoffs, returns from layoffs, Stahl Construction Company/Tekton Construction Company sponsored training, educational tuition assistance, and social and recreational programs, shall be administered without regard to membership in any legally protected class, except where an individual's disability is a bona fide occupational qualification.
3. Managers of Stahl Construction Company/Tekton Construction Company shall base employment decisions on the principles of equal employment opportunity and with the intent to further our commitment to affirmative action and equal employment. At no time will any covered employee or covered applicant for employment, who exercises his/her rights pursuant to the Stahl Construction Company/Tekton Construction Company AA Policy, be subjected to discipline, or have his/her opportunities for employment adversely affected.
4. Managers shall take affirmative action to ensure that qualified individuals in legally protected groups are introduced into the work force, are encouraged to aspire for promotion, and are considered as promotional opportunities arise. Stahl Construction Company/Tekton Construction Company will evaluate the performance of management and supervisory personnel in part on their involvement in achieving affirmative action objectives.
5. Stahl Construction Company/Tekton Construction Company invites any employee or any applicant for employment to review the AA Plan. Interested employees or applicants can make their request to their supervisor or to Jessica TH Bingen, the Stahl Construction Company/Tekton Construction Company, EEO Officer. The AA Plan is available for inspection upon request during normal business hours at 5755 Wayzata Blvd., St. Louis Park, MN 55416. Any questions should be directed to Jessica TH Bingen, EEO Officer, your supervisor, anyone in management, or me.
6. Applicants and employees are encouraged to assist Stahl Construction Company/Tekton Construction Company in complying with EEO/AA record keeping and reporting requirements by voluntarily self identifying their disability, veteran status, gender, and race or ethnicity group to which they belong. Providing this information is voluntary, refusal to provide the information will

not result in any adverse treatment. Information Forms will be kept in a separate, confidential file and will be used only for government reporting purposes.

7. Stahl Construction Company/Tekton Construction Company will take affirmative action to contract with small businesses and/or businesses owned and controlled by women, minorities, and disabled persons.

8. Stahl Construction Company/Tekton Construction Company fully supports incorporation of non-discrimination and AA rules and regulations into contracts.

9. Any Stahl Construction Company/Tekton Construction Company employee or subcontractor who fails to comply with this policy and related statutes, directives, and regulations will be subject to disciplinary sanctions up to and including termination of employment or contract.

Stahl Construction Company/Tekton Construction Company has appointed Jessica TH Bingen to manage the EEO Program. Jessica TH Bingen will commit the necessary time and resources, both financial and human, to achieve the Stahl Construction Company/Tekton Construction Company EEO/AA goals. Her responsibilities will include monitoring all EEO activities and reporting the effectiveness of this AA Program, as required by Federal, State, and local agencies.

I will receive and review reports on the progress of the program.

If any employee or applicant for employment believes he/she has been discriminated against, please contact Jessica TH Bingen, EEO Officer, Stahl Construction Company/Tekton Construction Company, 5755 Wayzata Blvd., St. Louis Park, MN 55416, (952) 931-9300 or the EMPO Human Resources Department at 612-285-8707.



Wayne A. Stahl, C.E.O.

August 1, 2014