It is the stated policy of MARATHON CONSTRUCTION CORPORATION that all employees and applicants shall receive equal consideration and treatment. All recruitment, hiring, placement, transfers and promotions will be on the basis of the qualifications of the individual for the position being filled without regard to:

- Age (40 and over)
- Genetic information
- Marital or registered domestic partner status
- Medical condition (including cancer or a record or history of cancer)
- Physical or mental disability (including HIV/AIDS, cancer and genetic characteristics)
- National origin or ancestry (includes language use and possession of a driver's license issued to persons unable to prove their presence in the United States is authorized under federal law)
- Race (including, but not limited to, hair texture or protective hairstyles, as well as ethnicity)
- Color
- Religion or creed (all aspects of religious beliefs, observance or practice, including religious dress or grooming practices)
- Sex or gender (including pregnancy, childbirth, breastfeeding and/or related medical condition)
- Gender identity or gender expression
- Sexual orientation
- Military or veteran status (including protected veterans)
- Compensation discussions
- Citizenship or ancestry
- Request for family care leave, serious health condition leave, pregnancy disability leave
- Domestic violence victim status
- Criminal background as required under the Fair Chance Act
- Association with an individual belonging to one of the foregoing protected characteristics or classes
- Reproductive health care decision-making
- Any other consideration made unlawful by federal, state or local laws.

All other personnel actions such as compensation, benefits, layoff, rehire, termination, training, and social and recreational programs are administered without regard to membership or perceived membership in the classes above.

Any disabled person or any person who feels they have been subjected to unlawful discrimination is invited to discuss any problems they may have during the course of their employment. Any job applicant or employee who requires accommodation in order to perform the essential functions of the job is also invited to contact a company representative. Said discussions will be held in the strictest of confidence if requested and retaliation will not knowingly be permitted. Equal opportunity is a continuing effort and requires the full support of all of us to ensure the development of our minority and female employees. Each opportunity to hire or promote should be viewed as another chance to reach our goal of better utilization of our minority and female employees. Each manager and supervisor will communicate to employees that our commitment to a policy of affirmative action is real, is supported by our company, and has a high priority.

For assistance in the Equal Employment Opportunity Program, managers and employees should contact Clair Kennedy, Equal Opportunity (EEO) Coordinator at the number listed above. She has the specific responsibility of monitoring and assessing the progress of our Equal Employment Opportunity Affirmative Action Programs.

Mike Furby, President